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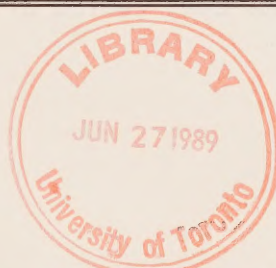
Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO

FIRST QUARTER 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

JUNE 1989

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1989. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-7 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 8 contains information on the changes made in benefits, and Tables 9-11 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Wage Developments in Collective Bargaining Settlements in Ontario, First Quarter, 1989

During the first quarter of 1989, settlements were negotiated in 142 collective agreements covering 200 or more Ontario employees. A total of 72,999 employees were affected by these settlements, concentrated in education, health, accommodation and food service and federal administration.

Wage Adjustments

The first quarter settlements provided increases on base wage rates averaging 5.3% per year over the terms of the agreements, up from 4.7% for settlements in the fourth quarter of 1988. (See Chart 2 and Table 1.) The 5.3% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 5.0%, while settlements in the public sector averaged 5.5%. (See Table 7.)

Manufacturing industry settlements accounted for 35 of the 142 agreements ratified in the first quarter of 1989 and 14,956 or 20% of the employees. They provided on average a 4.0% annual base wage increase. The 106 agreements and 57,543 employees in non-manufacturing industries provided an average annual base wage increase of 5.6%. (See Table 2.)

In the private sector, the largest number of employees affected work for accommodation and food services, transportation equipment producers and electrical products manufacturers, including 925 plant and office employees of Canadian General Electric. In transportation, 1,400 employees of trucking firms received a total of \$ 2.50 per hour over 36-month agreements.

The major public sector settlements in the first quarter of 1989 involved over 27,000 hospital service workers and 925 office and hourly rated employees of Toronto Hydro. The latter settlement provided three general increases compounding to 14.1% over the 2-year term. The hospital workers' settlements were also for 2-year terms, with wages retroactive to the fall of 1987. The CUPE-represented employees were awarded by arbitration wage increases of 55¢ and 65¢ per hour in each year respectively. The arbitration award covering the Service Employees International workers provided 6% and 5% in each year respectively.

Agreements without a cost-of-living (COLA) clause provided an average 5.6% per year, up from 4.7% in the fourth quarter of 1988. The 20 agreements with COLA provided an average 3.4% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Seventy-two percent of the first quarter settlements were for a 2-year term, 21% were for a 3-year term, and only 6% of the agreements were for one year. All of the agreements with COLA were for a term of 2 years or longer. (See Tables 3, 4 and 5.)

Seventy-eight agreements covering 49% of the employees provided base wage increases in the range of 5.0% to 5.9% per year. A further 23% of the employees settled for annual base wage increases of 4.0% to 4.9% per year. (See Table 6.)

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 134 agreements covering 66,810 employees. Paid vacation, paid holidays, dental plans and life insurance were the benefits most affected. (See Table 8.)

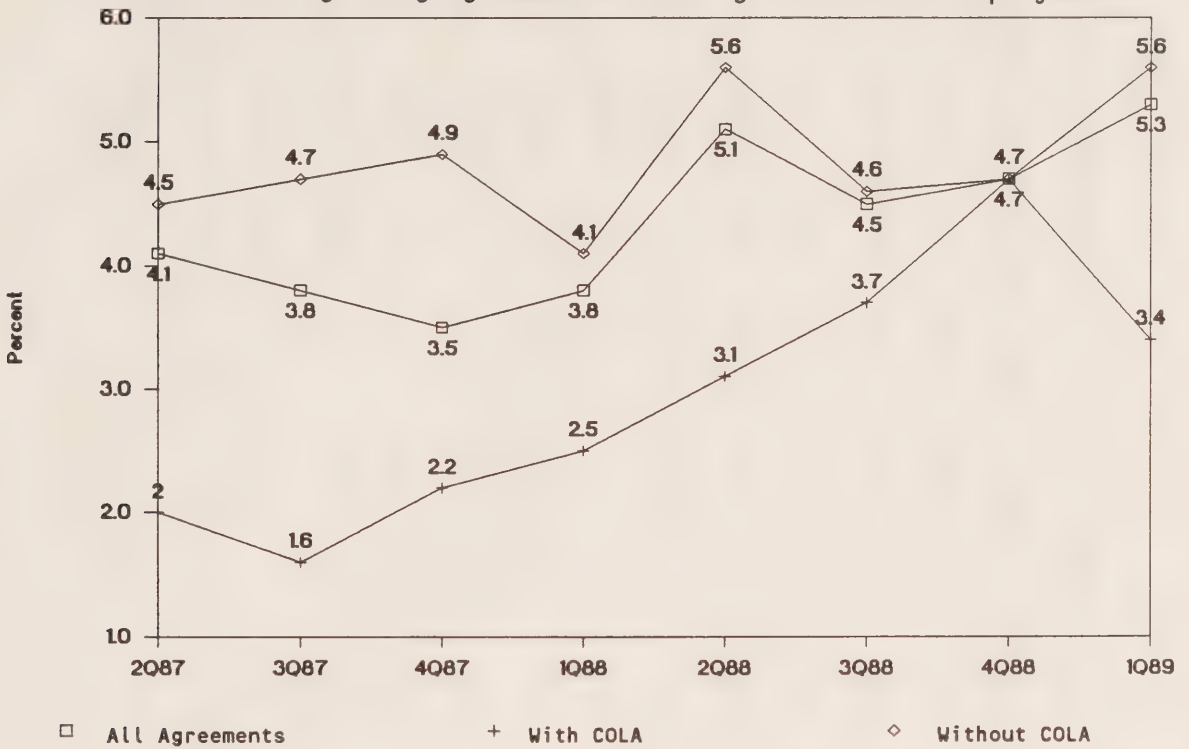
Negotiations

The first quarter settlements were reached in an average of 9.5 months from the date the parties commenced bargaining to the date the settlements was ratified by the employees, up from 6.6 months in the fourth quarter of 1988. (See Table 9.) Thirty percent of the agreements covering 31% of the employees took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 2.8 months, compared with an average of 12.7 months for the public sector.

Settlements were reached by the parties without outside assistance in 19% of the agreements covering 18% of the employees. (See Tables 10 and 11.) Government assistance was needed in the remaining negotiations, including 15 agreements covering 10,219 employees that involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

**CHART 2**

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

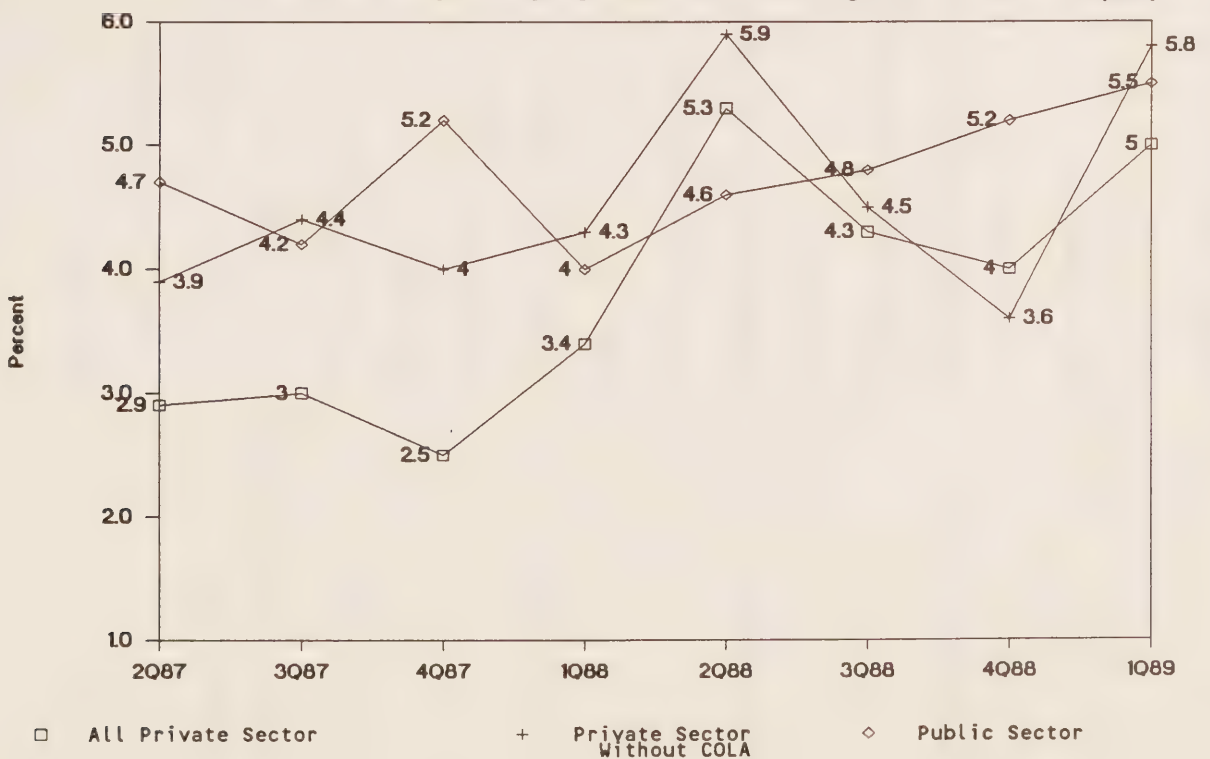


TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1988 TO FIRST QUARTER 1989
SUMMARY BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	177	101,507	3.8	27	18,481	2.5	150	83,026	4.1
ALL INDUSTRIES EXCL CONSTRUCTION	176	101,257	3.8	27	18,481	2.5	149	82,776	4.1
CONSTRUCTION	1	250	12.9	.	.	.	1	250	12.9
SECOND QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	186	217,183	5.1	35	46,015	3.1	151	171,168	5.6
ALL INDUSTRIES EXCL CONSTRUCTION	143	121,406	4.2	35	46,015	3.1	108	75,391	4.9
CONSTRUCTION	43	95,777	6.2	.	.	.	43	95,777	6.2
THIRD QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
ALL INDUSTRIES EXCL CONSTRUCTION	93	66,152	4.3	14	12,535	3.7	79	53,617	4.4
CONSTRUCTION	10	11,835	5.9	.	.	.	10	11,835	5.9
FOURTH QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	121	124,471	4.7	17	17,193	4.7	104	107,278	4.7
ALL INDUSTRIES EXCL CONSTRUCTION	121	124,471	4.7	17	17,193	4.7	104	107,278	4.7
FIRST QUARTER 1989									
ALL INDUSTRIES INCL CONSTRUCTION	142	72,999	5.3	20	10,286	3.4	122	62,713	5.6
ALL INDUSTRIES EXCL CONSTRUCTION	141	72,499	5.3	20	10,286	3.4	121	62,213	5.6
CONSTRUCTION	1	500	7.2	.	.	.	1	500	7.2

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGHTS	EMPLS	PERCENT	AGHTS	EMPLS	PERCENT	AGHTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	142	72,999	5.3	20	10,286	3.4	122	62,713	5.6
MANUFACTURING	35	14,956	4.0	15	5,994	2.6	20	8,962	5.0
TOTAL	3	1,356	3.6	1	421	0.9	2	935	4.8
FOOD, BEVERAGE	2	785	2.9	2	785	2.9	.	.	.
RUBBER, PLASTICS	3	1,485	4.6	.	.	.	3	1,485	4.6
LEATHER	2	664	5.0	.	.	.	2	664	5.0
TEXTILE	1	287	5.1	.	.	.	1	287	5.1
CLOTHING	2	825	4.8	.	.	.	2	825	4.8
FURNITURE, FIXTURES	2	967	2.0	2	967	2.0	.	.	.
FABRICATED METALS	1	200	5.9	.	.	.	1	200	5.9
MACHINERY	9	3,034	3.2	5	1,831	2.2	4	1,203	4.6
TRANSPORTATION EQUIPMENT	6	3,390	4.3	5	1,990	3.5	1	1,400	5.5
ELECTRICAL PRODUCTS	1	653	5.5	.	.	.	1	653	5.5
NON-METALLIC MINERALS	2	454	3.6	.	.	.	2	454	3.6
CHEMICALS	1	856	5.5	.	.	.	1	856	5.5
OTHER MANUFACTURING									

(CONTINUED)

TABLE 2 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	106	57,543	5.6	5	4,292	4.4	101	53,251				5.7
TRANSPORTATION	6	3,516	6.1	2	1,829	5.1	4	1,687				7.1
COMMUNICATIONS	2	2,533	3.3	1	1,536	2.4	1	997				4.7
ELECTRIC, GAS, WATER	3	1,677	5.6	2	927	6.6	1	750				4.5
RETAIL TRADE	1	450	13.4	.	.	.	1	450				13.4
FINANCE, INSURANCE CARRIERS	1	300	6.1	.	.	.	1	300				6.1
EDUCATION, RELATED SERVICES	29	19,343	5.8	.	.	.	29	19,343				5.8
HEALTH, WELFARE SERVICES	53	17,853	5.5	.	.	.	53	17,853				5.5
MANAGEMENT SERVICES	1	395	4.6	.	.	.	1	395				4.6
PERSONAL SERVICES	1	750	6.3	.	.	.	1	750				6.3
ACCOMMODATION, FOOD SERVICES	4	5,135	6.5	.	.	.	4	5,135				6.5
FEDERAL GOVERNMENT	3	4,856	4.9	.	.	.	3	4,856				4.9
LOCAL GOVERNMENT	2	735	4.7	.	.	.	2	735				4.7
TOTAL	1	500	7.2	.	.	.	1	500				7.2
CONSTRUCTION	1	500	7.2	.	.	.	1	500				7.2

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	9	6,204	4.9	102	44,113	5.8	30	21,146	4.7	1	1,536	2.4				
MANUFACTURING	2	1,219	4.3	15	5,686	4.8	18	8,051	3.4							
FOOD, BEVERAGE	.	.	.	2	935	4.8	1	421	0.9	.	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	1	260	2.7	1	525	3.0	.	.	.	.	.	.	.
LEATHER	1	1,000	4.7	2	485	4.4	.	.	.	.	.	.	.	.	.	.
TEXTILE	.	.	.	2	664	5.0	.	.	.	.	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	1	287	5.1	.	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	325	4.1	1	500	5.3	.	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	2	967	2.0	.	.	.	.	.	.	.
MACHINERY	.	.	.	.	.	.	1	200	5.9	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	1	208	4.2	8	2,826	3.1	.	.	.	.	.	.	.
ELECTRICAL PRODUCTS	.	.	.	3	1,065	4.7	3	2,325	4.2	.	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	1	653	5.5	.	.	.	.	.	.	.	.	.	.
CHEMICALS	1	219	2.6	1	235	4.6	.	.	.	.	.	.	.	.	.	.
OTHER MANUFACTURING	.	.	.	1	856	5.5	.	.	.	.	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	7	4,985	5.0	86	37,927	5.9	12	13,095	5.5	1	1,536	2.4
TRANSPORTATION	.	.	.	2	790	7.7	4	2,726	5.6	.	.	.
COMMUNICATIONS	.	.	.	1	997	4.7	.	.	.	1	1,536	2.4
ELECTRIC, GAS, WATER	.	.	.	3	1,677	5.6	.	.	.	.	.	.
RETAIL TRADE	.	.	.	1	450	13.4	.	.	.	.	.	.
FINANCE, INSURANCE CARRIERS	1	300	6.1	.	.	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	4	4,043	4.9	24	14,725	6.0	1	575	4.9	.	.	.
HEALTH, WELFARE SERVICES	1	247	6.0	52	17,606	5.5	.	.	.	.	.	.
MANAGEMENT SERVICES	1	395	4.6	.	.	.	.	.	.	.	.	.
PERSONAL SERVICES	.	.	.	.	.	.	1	750	6.3	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	4	5,135	6.5	.	.	.
FEDERAL GOVERNMENT	.	.	.	2	1,327	7.1	1	3,529	4.0	.	.	.
LOCAL GOVERNMENT	.	.	.	1	355	5.0	1	380	4.4	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
CONSTRUCTION												
TOTAL	.	.	.	1	500	7.2	.	.	.	.	.	.
CONSTRUCTION	.	.	.	1	500	7.2	.	.	.	.	.	.

TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	6	2,252	5.2	13	6,498	3.0	1	1,536	2.4
MANUFACTURING	4	1,325	4.3	11	4,669	2.1	.	.	.
TOTAL									
FOOD, BEVERAGE	.	.	.	1	421	0.9	.	.	.
RUBBER, PLASTICS	1	260	2.7	1	525	3.0	.	.	.
FABRICATED METALS	.	.	.	2	967	2.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	5	1,831	2.2	.	.	.
ELECTRICAL PRODUCTS	3	1,065	4.7	2	925	2.2	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	2	927	6.6	2	1,829	5.1	1	1,536	2.4
TOTAL									
TRANSPORTATION	.	.	.	2	1,829	5.1	.	.	.
COMMUNICATIONS	.	.	.	.	.	.	1	1,536	2.4
ELECTRIC, GAS, WATER	2	927	6.6	.	.	.	.	.	.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	9	6,204	4.9	96	41,861	5.8	17	14,648	5.5
MANUFACTURING	2	1,219	4.3	11	4,361	5.0	7	3,382	5.2
FOOD, BEVERAGE	.	.	.	2	935	4.8	.	.	.
LEATHER	1	1,000	4.7	2	485	4.4	.	.	.
TEXTILE	.	.	.	2	664	5.0	.	.	.
CLOTHING	.	.	.	.	.	.	1	287	5.1
FURNITURE, FIXTURES	.	.	.	1	325	4.1	1	500	5.3
MACHINERY	.	.	.	.	.	.	1	200	5.9
TRANSPORTATION EQUIPMENT	.	.	.	1	208	4.2	3	995	4.7
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	1,400	5.5
NON-METALLIC MINERALS	.	.	.	1	653	5.5	.	.	.
CHEMICALS	1	219	2.6	1	235	4.6	.	.	.
OTHER MANUFACTURING	.	.	.	1	856	5.5	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	7	4,985	5.0	84	37,000	5.9	10	11,266	5.6
TRANSPORTATION	.	.	.	2	790	7.7	2	897	6.6

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TABLE 5 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
 BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
COMMUNICATIONS	.	.	.	1	997	4.7	.	.	.
ELECTRIC, GAS, WATER	.	.	.	1	750	4.5	.	.	.
RETAIL TRADE	.	.	.	1	450	13.4	.	.	.
FINANCE, INSURANCE CARRIERS	1	300	6.1	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	4	4,043	4.9	24	14,725	6.0	1	575	4.9
HEALTH, WELFARE SERVICES	1	247	6.0	52	17,606	5.5	.	.	.
MANAGEMENT SERVICES	1	395	4.6	.	.	.	.	.	.
PERSONAL SERVICES	.	.	.	.	.	.	1	750	6.3
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	4	5,135	6.5
FEDERAL GOVERNMENT	.	.	.	2	1,327	7.1	1	3,529	4.0
LOCAL GOVERNMENT	.	.	.	1	355	5.0	1	380	4.4
TOTAL	.	.	.	1	500	7.2	.	.	.
CONSTRUCTION	.	.	.	1	500	7.2	.	.	.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL						
CONSTRUCTION						
TOTAL	142	72,999	20	10,286	122	62,713
UNDER 3.0 PERCENT	12	5,309	10	4,890	2	419
3.0 - 3.9 PERCENT	6	2,350	4	1,805	2	545
4.0 - 4.9 PERCENT	26	16,455	1	429	25	16,026
5.0 - 5.9 PERCENT	78	35,811	3	2,235	75	33,576
6.0 - 6.9 PERCENT	7	4,674	2	927	5	3,747
7.0 - 7.9 PERCENT	5	5,225	.	.	5	5,225
8.0 PERCENT AND OVER	8	3,175	.	.	8	3,175
MANUFACTURING						
TOTAL	35	14,956	15	5,994	20	8,962
UNDER 3.0 PERCENT	11	3,773	9	3,354	2	419
3.0 - 3.9 PERCENT	5	2,060	4	1,805	1	255
4.0 - 4.9 PERCENT	8	3,138	.	.	8	3,138
5.0 - 5.9 PERCENT	11	5,985	2	835	9	5,150
NON-MANUFACTURING EXCL						
CONSTRUCTION						
TOTAL	106	57,543	5	4,292	101	53,251
UNDER 3.0 PERCENT	1	1,536	1	1,536	.	.

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
8.0 PERCENT AND OVER	1	450	.	.	1	450
PUBLIC SECTOR						
TOTAL	96	48,208	4	2,892	92	45,316
UNDER 3.0 PERCENT	1	1,536	1	1,536	.	.
3.0 - 3.9 PERCENT	1	290	.	.	1	290
4.0 - 4.9 PERCENT	16	11,817	1	429	15	11,388
5.0 - 5.9 PERCENT	63	26,641	.	.	63	26,641
6.0 - 6.9 PERCENT	5	3,624	2	927	3	2,697
7.0 - 7.9 PERCENT	3	1,575	.	.	3	1,575
8.0 PERCENT AND OVER	7	2,725	.	.	7	2,725

TABLE 7
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1988 TO FIRST QUARTER 1989

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1988									
ALL AGREEMENTS	177	101,507	3.8	27	18,481	2.5	150	83,026	4.1
PRIVATE SECTOR	70	37,999	3.4	24	16,731	2.3	46	21,268	4.3
PUBLIC SECTOR	107	63,508	4.0	3	1,750	4.4	104	61,758	4.0
SECOND QUARTER 1988									
ALL AGREEMENTS	186	217,183	5.1	35	46,015	3.1	151	171,168	5.6
PRIVATE SECTOR	110	145,579	5.3	32	35,352	3.5	78	110,227	5.9
PUBLIC SECTOR	76	71,604	4.6	3	10,663	1.8	73	60,941	5.1
THIRD QUARTER 1988									
ALL AGREEMENTS	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
PRIVATE SECTOR	55	45,511	4.3	12	10,530	3.7	43	34,981	4.5
PUBLIC SECTOR	48	32,476	4.8	2	2,005	4.0	46	30,471	4.8
FOURTH QUARTER 1988									
ALL AGREEMENTS	121	124,471	4.7	17	17,193	4.7	104	107,278	4.7
PRIVATE SECTOR	51	52,149	4.0	14	16,050	4.7	37	36,099	3.6
PUBLIC SECTOR	70	72,322	5.2	3	1,143	4.6	67	71,179	5.2
FIRST QUARTER 1989									
ALL AGREEMENTS	142	72,999	5.3	20	10,286	3.4	122	62,713	5.6
PRIVATE SECTOR	46	24,791	5.0	16	7,394	3.1	30	17,397	5.8
PUBLIC SECTOR	96	48,208	5.5	4	2,892	4.1	92	45,316	5.6

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989

TYPE OF BENEFIT	NUMBER OF		PERCENT OF	
	AGREEMENTS	AGREEMENTS	EMPLOYEES	EMPLOYEES
ALL SETTLEMENTS	142	100.0	72999	100.0
CHANGES IN ONE OR MORE BENEFITS	134	94.4	66810	91.5
PAID HOLIDAYS	58	40.8	26552	36.4
PAID VACATION	96	67.6	35104	48.1
OTHER PAID LEAVES	39	27.5	14416	19.7
HOSPITAL AND MEDICAL	28	19.7	16075	22.0
DENTAL	61	43.0	24975	34.2
SICKNESS AND ACCIDENT	14	9.9	10044	13.8
LONG TERM DISABILITY	12	8.5	6826	9.4
LIFE INSURANCE	61	43.0	21280	29.2
PENSIONS	46	32.4	18203	24.9
OTHER BENEFITS	97	68.3	44011	60.3
SETTLEMENTS NOT CHANGING ANY BENEFITS	8	5.6	6189	8.5

FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 9
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	142	72,999	46	24,791	96	48,208			
1-3 MONTHS	42	22,949	34	19,908	8	3,041			
4-6 MONTHS	19	9,296	11	4,675	8	4,621			
7-9 MONTHS	8	5,764	1	208	7	5,556			
10-12 MONTHS	13	8,435	.	.	13	8,435			
13 MONTHS AND OVER	60	26,555	.	.	60	26,555			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

9.5

PRIVATE SECTOR

2.8

PUBLIC SECTOR

12.7

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	142	72,999	46	24,791	96	48,208
DIRECT BARGAINING	27	13,261	14	6,101	13	7,160
CONCILIATION	17	12,158	11	7,299	6	4,859
POST CONCILIATION BARGAINING	7	2,859	1	450	6	2,409
MEDIATION	23	13,846	10	4,882	13	8,964
POST MEDIATION BARGAINING	4	3,099	1	1,000	3	2,099
ARBITRATION	46	15,879	.	.	46	15,879
WORK STOPPAGE	15	10,219	9	5,059	6	5,160
OTHER	3	1,678	.	.	3	1,678

TABLE 11
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1989

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	142	72,999		42	22,949		19	9,296		8	5,764		13	8,435		60	26,555	
DIRECT BARGAINING	27	13,261		19	8,125		2	1,409		1	1,059		1	406		4	2,262	
CONCILIATION	17	12,158		10	6,756		4	1,310		2	563		.	.		1	3,529	
POST CONCILIATION BARGAINING	7	2,859		2	665		1	395		1	997		1	382		2	420	
MEDIATION	23	13,846		7	3,872		4	2,410		1	429		7	5,035		4	2,100	
POST MEDIATION BARGAINING	4	3,099		.	.		1	1,000		.	.		1	269		2	1,830	
ARBITRATION	46	15,879			46	15,879	
WORK STOPPAGE	15	10,219		4	3,531		7	2,772		3	2,716		1	1,200		.	.	
OTHER	3	1,678			2	1,143		1	535	

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ONTARIO MINISTRY OF LABOUR
TORONTO

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO

SECOND QUARTER 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1989. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-7 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compound) equivalent. Table 8 contains information on the changes made in benefits, and Tables 9-11 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division.

Wage Developments in Collective Bargaining Settlements in Ontario, Second Quarter, 1989

During the second quarter of 1989, settlements were negotiated in 191 collective agreements covering 200 or more Ontario employees. A total of 186,456 employees were affected by these settlements, concentrated in the federal, provincial and local administrations, education, and construction.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 5.4% per year over the terms of the agreements, up from 5.3% for settlements in the first quarter of 1989. (See Chart 1 and Table 1.) The 5.4% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 5.3% while settlements in the public sector averaged 5.4%. (See Table 7.)

Manufacturing industry settlements accounted for 45 of the 191 agreements ratified in the second quarter of 1989 and 19,574 or 10.5% of the employees. They provided on average a 4.1% annual base wage increase. The 133 agreements and 156,342 employees in non-manufacturing industries provided an average annual base wage increase of 5.4%. (See Table 2.)

In the construction industry, 10,540 employees received a 7.3% wage package increase. Excluding construction, the remaining 66 private sector settlements provided 29,129 employees an average annual base wage increase of 4.5%.

The major public sector settlements in the second quarter of 1989 involved over 55,000 federal government employees in Ontario; 31,658 employees in the education sector who received a 5.8% average annual base wage increase, and 26,543 municipal employees whose average annual base wage increase was 6.9%.

Agreements without a cost-of-living (COLA) clause provided an average 5.5% per year, the same as the first quarter of 1989. The 34 agreements with COLA provided an average 4.1% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Forty-eight percent of the second quarter settlements were for a 2-year term, 33% were for a 3-year term, and only 9% of the agreements were for one year. Thirty-two of the thirty-four agreements with COLA were for a term of 2 years or longer. (See Tables 3, 4 and 5.)

Fifty-one agreements covering 41% of the employees provided base wage increases in the range of 4.0% to 4.9% per year. A further 19% of the employees settled for annual base wage increases of 7.0% to 7.9% per year. (See Table 6.)

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 180 agreements covering 171,057 employees. Paid vacation, hospital, medical and dental plans and other paid leaves were the benefits most affected. (See Table 8.)

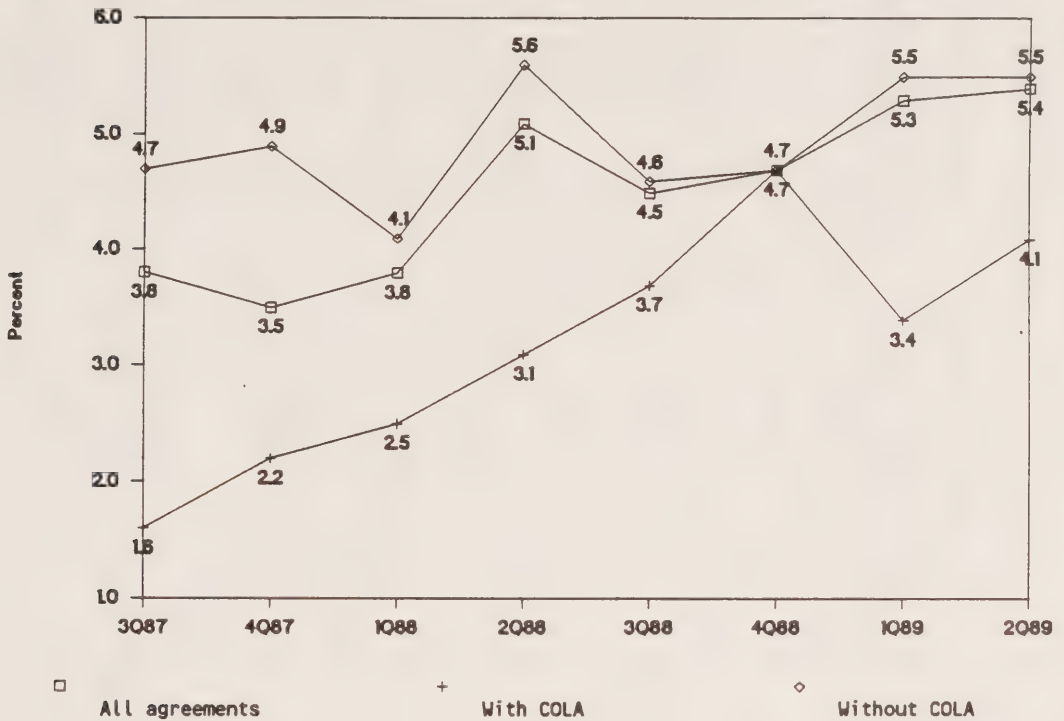
Negotiations

The second quarter settlements were reached in an average of 6.7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, down from 9.5 months in the first quarter of 1989. (See Table 9.) Thirty-eight percent of the agreements covering 22% of the employees took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.7 months, compared with an average of 8.8 months for the public sector.

Settlements were reached by the parties without outside assistance in 40% of the agreements covering 32% of the employees. (See Tables 10 and 11.). Government assistance was needed in the remaining negotiations, including 13 agreements covering 10,332 employees that involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees

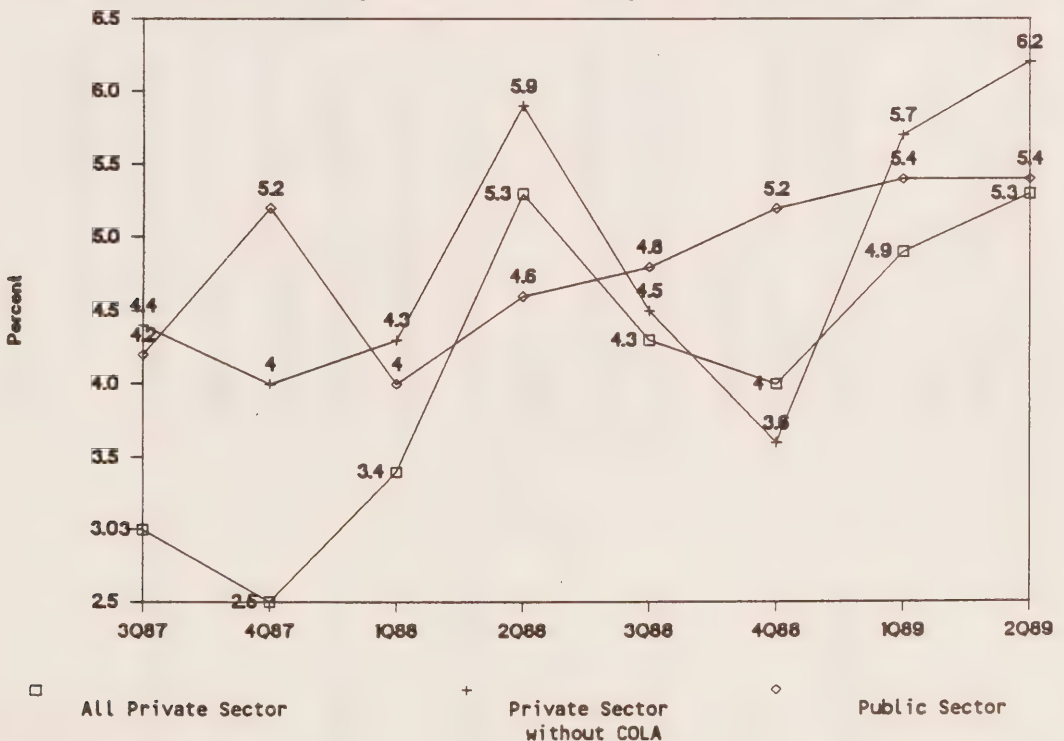


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1988 TO SECOND QUARTER 1989
SUMMARY BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
SECOND QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	185	216,981	5.1	35	46,015	3.1	150	170,966	5.6
ALL INDUSTRIES EXCL CONSTRUCTION	142	121,204	4.2	35	46,015	3.1	107	75,189	4.9
CONSTRUCTION	43	95,777	6.2	.	.	.	43	95,777	6.2
THIRD QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
ALL INDUSTRIES EXCL CONSTRUCTION	93	66,152	4.3	14	12,535	3.7	79	53,617	4.4
CONSTRUCTION	10	11,835	5.9	.	.	.	10	11,835	5.9
FOURTH QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	120	121,055	4.7	17	17,193	4.7	103	103,862	4.7
ALL INDUSTRIES EXCL CONSTRUCTION	120	121,055	4.7	17	17,193	4.7	103	103,862	4.7
ALL INDUSTRIES INCL CONSTRUCTION	148	75,701	5.3	20	10,286	3.4	128	65,415	5.5
ALL INDUSTRIES EXCL CONSTRUCTION	147	75,201	5.2	20	10,286	3.4	127	64,915	5.5
CONSTRUCTION	1	500	7.2	.	.	.	1	500	7.2
SECOND QUARTER 1989									
ALL INDUSTRIES INCL CONSTRUCTION	191	186,456	5.4	34	20,466	4.1	157	165,990	5.5
ALL INDUSTRIES EXCL CONSTRUCTION	178	175,916	5.3	34	20,466	4.1	144	155,450	5.4
CONSTRUCTION	13	10,540	7.3	.	.	.	13	10,540	7.3

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	191	186,456	5.4	34	20,466	4.1	157	165,990	5.5
MANUFACTURING	45	19,574	4.1	22	10,651	3.2	23	8,923	5.2
FOOD, BEVERAGE	8	3,836	4.9	3	1,635	4.1	5	2,201	5.5
RUBBER, PLASTICS	5	1,217	3.8	5	1,217	3.8	.	.	.
TEXTILE	2	639	5.4	.	.	.	2	639	5.4
CLOTHING	3	1,129	6.2	.	.	.	3	1,129	6.2
PAPER	1	350	3.3	.	.	.	1	350	3.3
PRINTING, PUBLISHING	1	1,000	5.8	.	.	.	1	1,000	5.8
PRIMARY METALS	3	881	5.9	2	531	6.1	1	350	5.5
FABRICATED METALS	4	1,228	3.2	3	968	2.7	1	260	5.0
MACHINERY	1	205	4.5	.	.	.	1	205	4.5
TRANSPORTATION EQUIPMENT	6	3,307	3.1	3	2,017	2.4	3	1,290	4.3
ELECTRICAL PRODUCTS	7	4,703	3.1	5	4,033	2.8	2	670	5.1
NON-METALLIC MINERALS	1	320	3.6	.	.	.	1	320	3.6
CHEMICALS	2	509	6.0	.	.	.	2	509	6.0

(CONTINUED)

TABLE 2 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
 BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING									
OTHER MANUFACTURING	1	250	3.0	1	250	3.0	.	.	.
TOTAL	133	156,342	5.4	12	9,815	5.1	121	146,527	5.4
NON-MANUFACTURING EXCL CONSTRUCTION									
MINING, QUARRYING	1	365	4.2	1	365	4.2	.	.	.
TRANSPORTATION	14	9,798	4.4	2	1,150	4.4	12	8,648	4.4
STORAGE	1	1,500	4.0	1	1,500	4.0	.	.	.
COMMUNICATIONS	4	4,218	4.7	1	1,353	3.7	3	2,865	5.2
ELECTRIC, GAS, WATER	1	233	6.3	1	233	6.3	.	.	.
WHOLESALE TRADE	4	1,510	6.7	.	.	.	4	1,510	6.7
RETAIL TRADE	3	6,546	7.6	.	.	.	3	6,546	7.6
EDUCATION, RELATED SERVICES	39	31,858	5.8	5	5,014	5.9	34	26,844	5.8
HEALTH, WELFARE SERVICES	13	4,876	5.7	.	.	.	13	4,876	5.7
RECREATIONAL SERVICES	1	250	10.1	.	.	.	1	250	10.1
MANAGEMENT SERVICES	2	700	5.0	.	.	.	2	700	5.0
PERSONAL SERVICES	1	615	7.2	.	.	.	1	615	7.2
OTHER SERVICES	1	200	7.9	.	.	.	1	200	7.9

(CONTINUED)

TABLE 2 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
FEDERAL GOVERNMENT	19	55,477	4.2	.	.	.	19	55,477	4.2
PROVINCIAL GOVERNMENT	2	11,653	6.4	.	.	.	2	11,653	6.4
LOCAL GOVERNMENT	27	26,543	6.9	1	200	5.8	26	26,343	6.9
TOTAL	13	10,540	7.3	.	.	.	13	10,540	7.3
CONSTRUCTION	13	10,540	7.3	.	.	.	13	10,540	7.3

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGTS	EMPLS	PCT	AGTS	EMPLS	PCT	AGTS	EMPLS	PCT	AGTS	EMPLS	PCT	AGTS	EMPLS	PCT
ALL INDUSTRIES	17	19,811	6.0	91	77,089	6.5	63	33,220	4.5	19	54,983	4.1	1	1,353	3.7
MANUFACTURING	2	600	3.9	12	4,528	4.8	30	13,906	4.0	1	540	3.0	.	.	.
	.	.	.	4	2,269	4.8	4	1,567	5.0	.	.	.	.	.	.
FOOD, BEVERAGE
RUBBER, PLASTICS	5	1,217	3.8	.	.	.	.	.	.
TEXTILE	.	.	.	2	639	5.4	.	.	.	.	.	.	.	.	.
CLOTHING	3	1,129	6.2	.	.	.	.	.	.
PAPER	1	350	3.3	.	.	.	.	.	.
PRINTING, PUBLISHING	1	1,000	5.8	.	.	.	.	.	.
PRIMARY METALS	.	.	.	1	205	5.9	2	676	5.8	.	.	.	.	.	.
FABRICATED METALS	.	.	.	1	350	4.9	3	878	2.6	.	.	.	.	.	.
MACHINERY	.	.	.	1	205	4.5	.	.	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	1	220	3.2	4	2,547	3.2	1	540	3.0	.	.	.
ELECTRICAL PRODUCTS	1	350	4.5	1	320	5.7	5	4,033	2.8	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	1	320	3.6	.	.	.	.	.	.	.	.	.
CHEMICALS	2	509	6.0	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

		ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
		AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
MANUFACTURING	OTHER MANUFACTURING	1	250	3.0	.	.	.	.	.	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	15	19,211	6.0	66	62,021	6.5	33	19,314	4.9	18	54,443	4.1	1	1,353	3.7
	MINING, QUARRYING	.	.	.	.	.	.	1	365	4.2	.	.	.	.	.	.
	TRANSPORTATION	.	.	.	.	.	.	14	9,798	4.4	.	.	.	.	.	.
	STORAGE	.	.	.	.	.	.	1	1,500	4.0	.	.	.	.	.	.
	COMMUNICATIONS	.	.	.	1	265	8.3	2	2,600	4.9	.	.	.	1	1,353	3.7
	ELECTRIC, GAS, WATER	.	.	.	1	233	6.3	.	.	.	.	.	.	.	.	.
	WHOLESALE TRADE	.	.	.	2	810	6.1	2	700	7.3	.	.	.	.	.	.
	RETAIL TRADE	.	.	.	2	6,305	7.7	1	241	5.4	.	.	.	.	.	.
	EDUCATION, RELATED SERVICES	9	5,926	5.3	27	24,737	5.9	3	1,195	6.3	.	.	.	.	.	.
	HEALTH, WELFARE SERVICES	2	847	5.4	8	3,264	6.0	3	765	4.4	.	.	.	.	.	.
	RECREATIONAL SERVICES	.	.	.	.	.	.	1	250	10.1	.	.	.	.	.	.
	MANAGEMENT SERVICES	.	.	.	2	700	5.0	.	.	.	.	.	.	.	.	.
	PERSONAL SERVICES	.	.	.	.	.	.	1	615	7.2	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989 BY INDUSTRY AND DURATION OF AGREEMENT

[illegible]

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGENTS	EMPLS	PERCENT	AGENTS	EMPLS	PERCENT	AGENTS	EMPLS	PERCENT	AGENTS	EMPLS	PERCENT
ALL INDUSTRIES	2	1,100	4.7	7	5,102	5.4	24	12,911	3.6	1	1,353	3.7
MANUFACTURING	1	250	3.0	3	1,155	4.1	18	9,246	3.1	.	.	.
FOOD, BEVERAGE	.	.	.	1	600	3.0	2	1,035	4.8	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	5	1,217	3.8	.	.	.
PRIMARY METALS	.	.	.	1	205	5.9	1	326	6.2	.	.	.
FABRICATED METALS	.	.	.	1	350	4.9	2	618	1.5	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	3	2,017	2.4	.	.	.
ELECTRICAL PRODUCTS	.	.	.	.	.	.	5	4,033	2.8	.	.	.
OTHER MANUFACTURING	1	250	3.0	.	.	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	1	850	5.2	4	3,947	5.8	6	3,665	4.8	1	1,353	3.7
MINING, QUARRYING	.	.	.	.	.	.	1	365	4.2	.	.	.
TRANSPORTATION	.	.	.	.	.	.	2	1,150	4.4	.	.	.
STORAGE	.	.	.	.	.	.	1	1,500	4.0	.	.	.
COMMUNICATIONS	.	.	.	.	.	.	.	.	.	1	1,353	3.7
ELECTRIC, GAS, WATER	.	.	.	1	233	6.3	.	.	.	.	.	.

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	15	18,711	6.0	84	71,987	6.6	39	20,309	5.1	19	54,983	4.1
MANUFACTURING	1	350	4.5	9	3,373	5.1	12	4,660	5.7	1	540	3.0
FOOD, BEVERAGE	.	.	.	3	1,669	5.5	2	532	5.5	.	.	.
TEXTILE	.	.	.	2	639	5.4	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	3	1,129	6.2	.	.	.
PAPER	.	.	.	.	.	.	1	350	3.3	.	.	.
PRINTING, PUBLISHING	.	.	.	.	.	.	1	1,000	5.8	.	.	.
PRIMARY METALS	.	.	.	.	.	.	1	350	5.5	.	.	.
FABRICATED METALS	.	.	.	.	.	.	1	260	5.0	.	.	.
MACHINERY	.	.	.	1	205	4.5	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	1	220	3.2	1	530	6.1	1	540	3.0
ELECTRICAL PRODUCTS	1	350	4.5	1	320	5.7	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	1	320	3.6	.	.	.	.	.	.
CHEMICALS	.	.	.	.	.	.	2	509	6.0	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
	14	18,361	6.1	62	58,074	6.5	27	15,649	5.0	18	54,443	4.1
NON-MANUFACTURING EXCL CONSTRUCTION												
TRANSPORTATION	.	.	.	.	.	.	12	8,648	4.4	.	.	.
COMMUNICATIONS	.	.	.	1	265	8.3	2	2,600	4.9	.	.	.
WHOLESALE TRADE	.	.	.	2	810	6.1	2	700	7.3	.	.	.
RETAIL TRADE	.	.	.	2	6,305	7.7	1	241	5.4	.	.	.
EDUCATION, RELATED SERVICES	8	5,076	5.4	24	21,023	5.9	2	745	5.1	.	.	.
HEALTH, WELFARE SERVICES	2	847	5.4	8	3,264	6.0	3	765	4.4	.	.	.
RECREATIONAL SERVICES	.	.	.	.	.	.	1	250	10.1	.	.	.
MANAGEMENT SERVICES	.	.	.	2	700	5.0	.	.	.	.	.	.
PERSONAL SERVICES	.	.	.	.	.	.	1	615	7.2	.	.	.
OTHER SERVICES	.	.	.	1	200	7.9	.	.	.	.	.	.
FEDERAL GOVERNMENT	.	.	.	1	1,034	4.8	.	.	.	18	54,443	4.1
PROVINCIAL GOVERNMENT	2	11,653	6.4	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	2	785	5.8	21	24,473	6.9	3	1,085	6.2	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL	.	.	.	13	10,540	7.3	.	.	.	.	.	.
CONSTRUCTION	.	.	.	13	10,540	7.3	.	.	.	.	.	.

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION						
TOTAL	191	186,456	34	20,466	157	165,990
UNDER 3.0 PERCENT	10	7,030	9	6,305	1	725
3.0 - 3.9 PERCENT	10	4,598	4	2,653	6	1,945
4.0 - 4.9 PERCENT	51	75,818	8	4,616	43	71,202
5.0 - 5.9 PERCENT	53	33,591	7	3,003	46	30,588
6.0 - 6.9 PERCENT	31	22,830	5	3,439	26	19,391
7.0 - 7.9 PERCENT	23	35,998	.	.	23	35,998
8.0 PERCENT AND OVER	13	6,591	1	450	12	6,141
TOTAL	45	19,574	22	10,651	23	8,923
MANUFACTURING						
UNDER 3.0 PERCENT	9	6,305	9	6,305	.	.
3.0 - 3.9 PERCENT	7	2,730	3	1,300	4	1,430
4.0 - 4.9 PERCENT	8	2,646	4	1,601	4	1,045
5.0 - 5.9 PERCENT	14	5,731	3	639	11	5,092
6.0 - 6.9 PERCENT	5	1,598	3	806	2	792
7.0 - 7.9 PERCENT	1	200	.	.	1	200

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
MANUFACTURING						
8.0 PERCENT AND OVER	1	364	.	.	1	364
TOTAL	133	156,342	12	9,815	121	146,527
NON-MANUFACTURING EXCL CONSTRUCTION						
UNDER 3.0 PERCENT	1	725	.	.	1	725
3.0 - 3.9 PERCENT	3	1,868	1	1,353	2	515
4.0 - 4.9 PERCENT	43	73,172	4	3,015	39	70,157
5.0 - 5.9 PERCENT	37	26,060	4	2,364	33	23,696
6.0 - 6.9 PERCENT	21	18,512	2	2,633	19	15,879
7.0 - 7.9 PERCENT	19	33,118	.	.	19	33,118
8.0 PERCENT AND OVER	9	2,887	1	450	8	2,437
TOTAL	13	10,540	.	.	13	10,540
CONSTRUCTION						
5.0 - 5.9 PERCENT	2	1,800	.	.	2	1,800
6.0 - 6.9 PERCENT	5	2,720	.	.	5	2,720
7.0 - 7.9 PERCENT	3	2,680	.	.	3	2,680
8.0 PERCENT AND OVER	3	3,340	.	.	3	3,340
TOTAL	79	39,669	26	13,666	53	26,003
PRIVATE SECTOR						

(CONTINUED)

TABLE 6 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
 BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
UNDER 3.0 PERCENT	9	6,305	9	6,305	.	.
3.0 - 3.9 PERCENT	7	2,730	3	1,300	4	1,430
4.0 - 4.9 PERCENT	18	8,880	8	4,616	10	4,264
5.0 - 5.9 PERCENT	18	8,122	3	639	15	7,483
6.0 - 6.9 PERCENT	12	5,128	3	806	9	4,322
7.0 - 7.9 PERCENT	6	3,530	.	.	6	3,530
8.0 PERCENT AND OVER	9	4,974	.	.	9	4,974
TOTAL	112	146,787	8	6,800	104	139,987
PUBLIC SECTOR						
UNDER 3.0 PERCENT	1	725	.	.	1	725
3.0 - 3.9 PERCENT	3	1,868	1	1,353	2	515
4.0 - 4.9 PERCENT	33	66,938	.	.	33	66,938
5.0 - 5.9 PERCENT	35	25,469	4	2,364	31	23,105
6.0 - 6.9 PERCENT	19	17,702	2	2,633	17	15,069
7.0 - 7.9 PERCENT	17	32,468	.	.	17	32,468
8.0 PERCENT AND OVER	4	1,617	1	450	3	1,167

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1988 TO SECOND QUARTER 1989**

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
SECOND QUARTER 1988									
ALL AGREEMENTS	185	216,981	5.1	35	46,015	3.1	150	170,966	5.6
PRIVATE SECTOR	109	145,377	5.3	32	35,352	3.5	77	110,025	5.9
PUBLIC SECTOR	76	71,604	4.6	3	10,663	1.8	73	60,941	5.1
THIRD QUARTER 1988									
ALL AGREEMENTS	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
PRIVATE SECTOR	55	45,511	4.3	12	10,530	3.7	43	34,981	4.5
PUBLIC SECTOR	48	32,476	4.8	2	2,005	4.0	46	30,471	4.8
FOURTH QUARTER 1988									
ALL AGREEMENTS	120	121,055	4.7	17	17,193	4.7	103	103,862	4.7
PRIVATE SECTOR	50	48,733	4.0	14	16,050	4.7	36	32,683	3.6
PUBLIC SECTOR	70	72,322	5.2	3	1,143	4.6	67	71,179	5.2
FIRST QUARTER 1989									
ALL AGREEMENTS	148	75,701	5.3	20	10,286	3.4	128	65,415	5.5
PRIVATE SECTOR	47	25,404	4.9	16	7,394	3.1	31	18,010	5.7
PUBLIC SECTOR	101	50,297	5.4	4	2,892	4.1	97	47,405	5.5
SECOND QUARTER 1989									
ALL AGREEMENTS	191	186,456	5.4	34	20,466	4.1	157	165,990	5.5
PRIVATE SECTOR	79	39,669	5.3	26	13,666	3.4	53	26,003	6.2
PUBLIC SECTOR	112	146,787	5.4	8	6,800	5.4	104	139,987	5.4

TABLE 8
CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF		PERCENT OF EMPLOYEES
			EMPLOYEES	EMPLOYEES	
ALL SETTLEMENTS	191	100.0	186456	100.0	
CHANGES IN ONE OR MORE BENEFITS	180	94.2	171057	91.7	
PAID HOLIDAYS	28	14.7	21525	11.5	
PAID VACATION	98	51.3	118016	63.3	
OTHER PAID LEAVES	49	25.7	57318	30.7	
HOSPITAL AND MEDICAL	108	56.5	87898	47.1	
DENTAL	111	58.1	86098	46.2	
SICKNESS AND ACCIDENT	34	17.8	21011	11.3	
LONG TERM DISABILITY	26	13.6	20797	11.2	
LIFE INSURANCE	68	35.6	49503	26.5	
PENSIONS	63	33.0	38656	20.7	
OTHER BENEFITS	124	64.9	153012	82.1	
SETTLEMENTS FOR WAGES ONLY	2	1.0	11653	6.2	
SETTLEMENTS NOT CHANGING ANY BENEFITS	8	4.2	3521	1.9	
FIRST AGREEMENTS	1	0.5	225	0.1	

FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 9

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	EMPLS
TOTAL	191	186,456	79	39,669	112	146,787	
1-3 MONTHS	72	40,959	45	22,551	27	18,408	
4-6 MONTHS	71	71,528	28	13,995	43	57,533	
7-9 MONTHS	14	9,888	5	1,623	9	8,265	
10-12 MONTHS	3	1,759	.	.	3	1,759	
13 MONTHS AND OVER	31	62,322	1	1,500	30	60,822	

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

6.7

PRIVATE SECTOR

3.7

PUBLIC SECTOR

8.8

TABLE 10
STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	191	186,456	79	39,669	112	146,787
DIRECT BARGAINING	76	60,160	21	9,059	55	51,101
CONCILIATION	43	63,928	15	5,369	28	58,559
POST CONCILIATION BARGAINING	10	9,542	4	2,384	6	7,158
MEDIATION	44	40,276	29	15,360	15	24,916
ARBITRATION	5	2,218	.	.	5	2,218
WORK STOPPAGE	13	10,332	10	7,497	3	2,835

TABLE 11

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1989

STAGE OF SETTLEMENT	TOTAL		1-3 MONTHS		4-6 MONTHS		7-9 MONTHS		10-12 MONTHS		13 MONTHS AND OVER	
			AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	191	186,456	72	40,959	71	71,528	14	9,888	3	1,759	31	62,322
DIRECT BARGAINING	76	60,160	35	18,258	31	34,361	8	5,948	.	.	2	1,593
CONCILIATION	43	63,928	10	3,898	11	3,816	3	1,090	1	681	18	54,443
POST CONCILIATION BARGAINING	10	9,542	1	315	4	6,269	.	.	1	290	4	2,668
MEDIATION	44	40,276	21	13,900	19	23,938	1	250	1	788	2	1,400
ARBITRATION	5	2,218	5	2,218
WORK STOPPAGE	13	10,332	5	4,588	6	3,144	2	2,600

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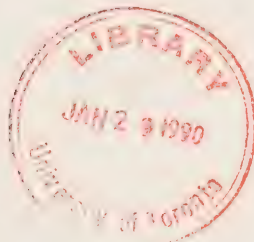
ONTARIO MINISTRY OF LABOUR
TORONTO

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO

THIRD QUARTER 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1989. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-7 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compound) equivalent. Table 8 contains information on the changes made in benefits, and Tables 9-11 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division.

Wage Developments in Collective Bargaining Settlements in Ontario, Third Quarter, 1989

During the third quarter of 1989, settlements were negotiated in 90 collective agreements covering 200 or more Ontario employees. A total of 75,809 employees were affected by these settlements, concentrated in the education sector, provincial and local administrations, and the transportation equipment industry.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 6.1% per year over the terms of the agreements, up from 5.4% for settlements in the second quarter of 1989. (See Chart 1 and Table 1.) The 6.1% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 4.1%, private sector settlements without COLA averaged 6.1%; all public sector settlements averaged 6.6%, public sector settlements without COLA averaged 6.7%. (See Table 7).

Manufacturing industry settlements accounted for 28 of the 90 agreements ratified in the third quarter of 1989 and 13,686 or 18% of the employees. They provided on average a 3.9% annual base wage increase. The 61 agreements and 61,723 employees in non-manufacturing industries provided an average annual base wage increase of 6.6%. (See Table 2.)

The major public sector settlements in the third quarter of 1989 involved 25,409 Ontario government employees whose average annual base wage increase was 6.7%, 20,526 employees in the education sector who received a 7.0% average annual base wage increase, and 6,752 municipal employees whose average annual base wage increase was 6.8%.

Agreements without a cost-of-living (COLA) clause provided an average 6.6% per year, an increase over the 5.5% in the second quarter of 1989. The 15 agreements with COLA provided an average 3.1% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Fifty-two percent of the third quarter settlements were for a 2-year term, 28% were for a 3-year term, and 19% of the agreements were for one year. Fourteen of the fifteen agreements with COLA were for a term of 2 years or longer. (See Tables 3, 4 and 5.)

Forty-two agreements covering 69% of the employees provided base wage increases of 6.0% and over per year. (See Table 6.)

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 87 agreements covering 54,478 employees. Hospital, medical and dental plans, other paid leaves and life insurance were the benefits most affected. (See Table 8.)

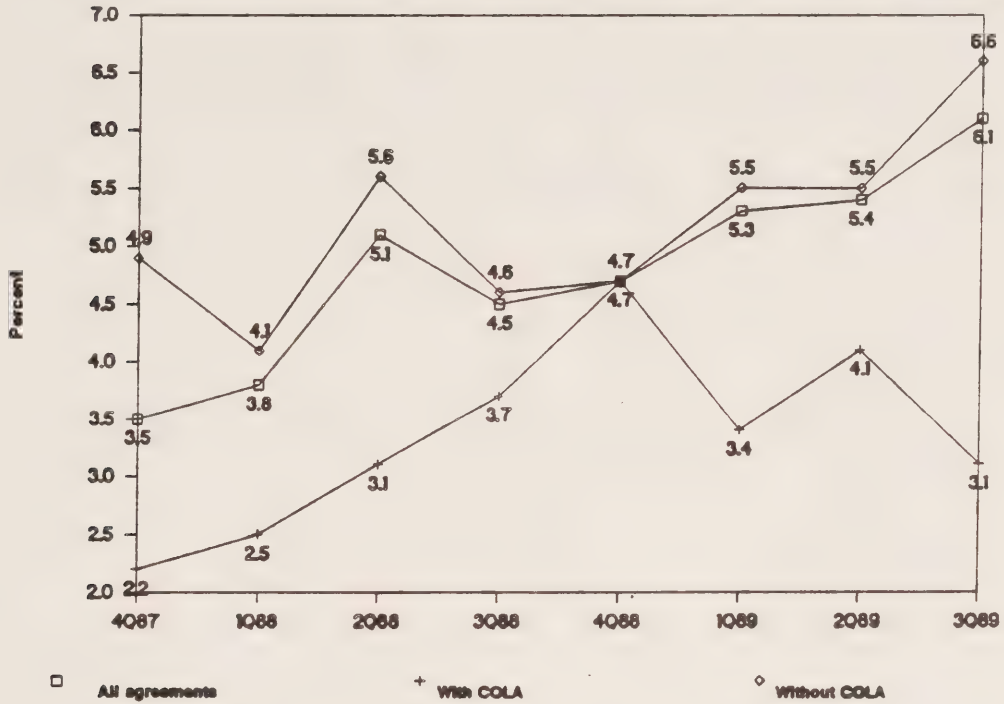
Negotiations

The third quarter settlements were reached in an average of 5.1 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, down from 6.7 months in the second quarter of 1989. (See Table 9.) Thirty percent of the agreements covering 20% of the employees took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 4 months, compared with an average of 5.8 months for the public sector.

Settlements were reached by the parties without outside assistance in 44% of the agreements covering 43% of the employees. (See Tables 10 and 11.). Government assistance was needed in the remaining negotiations, including 6 agreements covering 3,625 employees that involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees

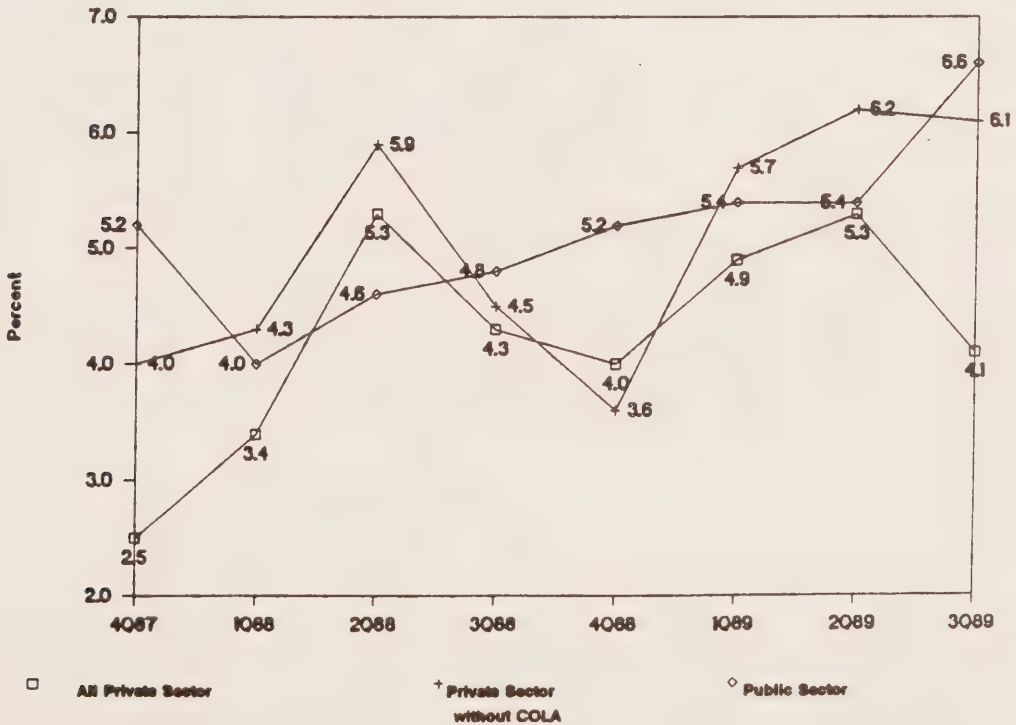


TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1988 TO THIRD QUARTER 1989
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
THIRD QUARTER 1988												
ALL INDUSTRIES INCL CONSTRUCTION	102	77,528	4.5	14	12,535	3.7	88	64,993	4.7			
ALL INDUSTRIES EXCL CONSTRUCTION	92	65,693	4.3	14	12,535	3.7	78	53,158	4.4			
CONSTRUCTION	10	11,835	5.9	.	.	.	10	11,835	5.9			
FOURTH QUARTER 1988												
ALL INDUSTRIES INCL CONSTRUCTION	120	121,055	4.7	17	17,193	4.7	103	103,862	4.7			
ALL INDUSTRIES EXCL CONSTRUCTION	120	121,055	4.7	17	17,193	4.7	103	103,862	4.7			
ALL INDUSTRIES INCL CONSTRUCTION	148	75,305	5.3	20	10,286	3.4	128	65,019	5.6			
ALL INDUSTRIES EXCL CONSTRUCTION	147	74,805	5.2	20	10,286	3.4	127	64,519	5.5			
CONSTRUCTION	1	500	7.2	.	.	.	1	500	7.2			
SECOND QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	193	188,647	5.4	34	20,453	4.1	159	168,194	5.5			
ALL INDUSTRIES EXCL CONSTRUCTION	179	177,207	5.3	34	20,453	4.1	145	156,754	5.4			
CONSTRUCTION	14	11,440	7.2	.	.	.	14	11,440	7.2			
THIRD QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	90	75,809	6.1	15	11,286	3.1	75	64,523	6.6			
ALL INDUSTRIES EXCL CONSTRUCTION	89	75,409	6.1	15	11,286	3.1	74	64,123	6.6			
CONSTRUCTION	1	400	3.4	.	.	.	1	400	3.4			

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	90	75,809	6.1	15	11,286	3.1	75	64,523	6.6
MANUFACTURING	28	13,686	3.9	13	7,763	1.8	15	5,923	6.6
TOTAL									
FOOD, BEVERAGE	4	1,247	6.6	1	250	5.0	3	997	7.1
RUBBER, PLASTICS	4	2,625	1.1	4	2,625	1.1	.	.	.
CLOTHING	1	650	7.4	.	.	.	1	650	7.4
WOOD	3	1,252	8.5	.	.	.	3	1,252	8.5
FURNITURE, FIXTURES	1	265	6.0	.	.	.	1	265	6.0
PAPER	1	250	5.9	.	.	.	1	250	5.9
PRINTING, PUBLISHING	2	690	5.5	.	.	.	2	690	5.5
FABRICATED METALS	2	850	3.7	1	250	1.3	1	600	4.6
MACHINERY	2	626	2.5	2	626	2.5	.	.	.
TRANSPORTATION EQUIPMENT	6	4,232	2.2	5	4,012	2.0	1	220	6.1
ELECTRICAL PRODUCTS	1	532	5.8	.	.	.	1	532	5.8
CHEMICALS	1	467	5.1	.	.	.	1	467	5.1

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL	61	61,723	6.6	2	3,523	5.9	59	58,200	6.6
MINING, QUARRYING	1	226	5.2	.	.	.	1	226	5.2
TRANSPORTATION	3	2,353	4.3	.	.	.	3	2,353	4.3
COMMUNICATIONS	2	560	4.8	.	.	.	2	560	4.8
ELECTRIC, GAS, WATER	2	521	5.1	.	.	.	2	521	5.1
REAL ESTATE, INSURANCE AGENCIES	1	220	6.3	.	.	.	1	220	6.3
EDUCATION, RELATED SERVICES	25	20,526	7.0	2	3,523	5.9	23	17,003	7.2
HEALTH, WELFARE SERVICES	3	2,105	6.8	.	.	.	3	2,105	6.8
MANAGEMENT SERVICES	5	1,660	5.2	.	.	.	5	1,660	5.2
FEDERAL GOVERNMENT	3	1,391	4.2	.	.	.	3	1,391	4.2
PROVINCIAL GOVERNMENT	3	25,409	6.7	.	.	.	3	25,409	6.7
LOCAL GOVERNMENT	13	6,752	6.8	.	.	.	13	6,752	6.8
TOTAL	1	400	3.4	.	.	.	1	400	3.4
CONSTRUCTION	1	400	3.4	.	.	.	1	400	3.4

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	17	29,373	6.1	47	34,919	6.9	25	11,267	3.5	1	250	4.3
MANUFACTURING	1	2,500	2.2	12	4,576	6.5	15	6,610	2.7	.	.	.
FOOD, BEVERAGE	.	.	.	3	947	7.2	1	300	4.9	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	4	2,625	1.1	.	.	.
CLOTHING	.	.	.	.	.	.	1	650	7.4	.	.	.
WOOD	.	.	.	2	825	9.2	1	427	6.9	.	.	.
FURNITURE, FIXTURES	.	.	.	1	265	6.0	.	.	.	.	.	.
PAPER	.	.	.	1	250	5.9	.	.	.	.	.	.
PRINTING, PUBLISHING	.	.	.	2	690	5.5	.	.	.	.	.	.
FABRICATED METALS	.	.	.	1	600	4.6	1	250	1.3	.	.	.
MACHINERY	.	.	.	.	.	.	2	626	2.5	.	.	.
TRANSPORTATION EQUIPMENT	1	2,500	2.2	.	.	.	5	1,732	2.4	.	.	.
ELECTRICAL PRODUCTS	.	.	.	1	532	5.8	.	.	.	.	.	.
CHEMICALS	.	.	.	1	467	5.1	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION	16	26,873	6.5	34	29,943	7.0	10	4,657	4.6	1	250	4.3
MINING, QUARRYING	.	.	.	.	.	.	1	226	5.2	.	.	.
TRANSPORTATION	.	.	.	.	.	.	3	2,353	4.3	.	.	.
COMMUNICATIONS	.	.	.	.	.	.	2	560	4.8	.	.	.
ELECTRIC, GAS, WATER	.	.	.	2	521	5.1	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	.	.	.	1	220	6.3	.	.	.
EDUCATION, RELATED SERVICES	7	3,803	6.9	17	16,473	7.1	.	.	.	1	250	4.3
HEALTH, WELFARE SERVICES	1	205	6.5	1	1,650	7.0	1	250	5.5	.	.	.
MANAGEMENT SERVICES	4	1,360	4.4	1	300	8.9	.	.	.	.	.	.
FEDERAL GOVERNMENT	.	.	.	1	343	4.3	2	1,048	4.2	.	.	.
PROVINCIAL GOVERNMENT	2	21,031	6.6	1	4,378	7.3	.	.	.	.	.	.
LOCAL GOVERNMENT	2	474	6.4	11	6,278	6.8	.	.	.	.	.	.
TOTAL	.	.	.	1	400	3.4	.	.	.	.	.	.
CONSTRUCTION	.	.	.	1	400	3.4	.	.	.	.	.	.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	1	2,500	2.2	3	3,773	5.9	11	5,013	1.5
MANUFACTURING	1	2,500	2.2	1	250	5.0	11	5,013	1.5
FOOD, BEVERAGE	.	.	.	1	250	5.0	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	4	2,625	1.1
FABRICATED METALS	.	.	.	.	.	.	1	250	1.3
MACHINERY	.	.	.	.	.	.	2	626	2.5
TRANSPORTATION EQUIPMENT	1	2,500	2.2	.	.	.	4	1,512	1.8
NON-MANUFACTURING EXCL CONSTRUCTION	.	.	.	2	3,523	5.9	.	.	.
EDUCATION, RELATED SERVICES	.	.	.	2	3,523	5.9	.	.	.

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
L INDUSTRIES	16	26,873	6.5		44	31,146	7.0		14	6,254	5.1		1	250	4.3	
MANUFACTURING																
TOTAL	.	.	.		11	4,326	6.6		4	1,597	6.6		.	.	.	
FOOD, BEVERAGE	.	.	.		2	697	8.0		1	300	4.9		.	.	.	
CLOTHING		1	650	7.4		.	.	.	
WOOD	.	.	.		2	825	9.2		1	427	6.9		.	.	.	
FURNITURE, FIXTURES	.	.	.		1	265	6.0		.	.	.		.	.	.
PAPER	.	.	.		1	250	5.9		.	.	.		.	.	.
PRINTING, PUBLISHING	.	.	.		2	690	5.5		.	.	.		.	.	.
FABRICATED METALS	.	.	.		1	600	4.6		.	.	.		.	.	.
TRANSPORTATION EQUIPMENT		1	220	6.1		.	.	.	
ELECTRICAL PRODUCTS	.	.	.		1	532	5.8		.	.	.		.	.	.
CHEMICALS	.	.	.		1	467	5.1		.	.	.		.	.	.
NON-MANUFACTURING EXCL EDUCATION	16	26,873	6.5		32	26,420	7.1		10	4,657	4.6		1	250	4.3	
MINING, QUARRYING		1	226	5.2		.	.	.	
TRANSPORTATION		3	2,353	4.3		.	.	.	

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGTS	EMPLS	PERCENT	AGTS	EMPLS	PERCENT	AGTS	EMPLS	PERCENT	AGTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL INSTRUCTION												
COMMUNICATIONS	.	.	.	.	.	.	2	560	4.8	.	.	.
ELECTRIC, GAS, WATER	.	.	.	2	521	5.1	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	.	.	.	1	220	6.3	.	.	.
EDUCATION, RELATED SERVICES	7	3,803	6.9	15	12,950	7.4	.	.	.	1	250	4.3
HEALTH, WELFARE SERVICES	1	205	6.5	1	1,650	7.0	1	250	5.5	.	.	.
MANAGEMENT SERVICES	4	1,360	4.4	1	300	8.9	.	.	.	.	.	.
FEDERAL GOVERNMENT	.	.	.	1	343	4.3	2	1,048	4.2	.	.	.
PROVINCIAL GOVERNMENT	2	21,031	6.6	1	4,378	7.3	.	.	.	.	.	.
LOCAL GOVERNMENT	2	474	6.4	11	6,278	6.8	.	.	.	.	.	.
TOTAL	.	.	.	1	400	3.4	.	.	.	.	.	.
CONSTRUCTION	.	.	.	1	400	3.4	.	.	.	.	.	.

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION						
TOTAL	90	75,809	15	11,286	75	64,523
NO INCREASE	2	510	2	510	.	.
UNDER 3.0 PERCENT	10	7,003	10	7,003	.	.
3.0 - 3.9 PERCENT	1	400	.	.	1	400
4.0 - 4.9 PERCENT	17	7,432	.	.	17	7,432
5.0 - 5.9 PERCENT	18	8,357	3	3,773	15	4,584
6.0 - 6.9 PERCENT	14	25,092	.	.	14	25,092
7.0 - 7.9 PERCENT	19	22,010	.	.	19	22,010
8.0 PERCENT AND OVER	9	5,005	.	.	9	5,005
TOTAL	28	13,686	13	7,763	15	5,923
MANUFACTURING						
NO INCREASE	2	510	2	510	.	.
UNDER 3.0 PERCENT	10	7,003	10	7,003	.	.
4.0 - 4.9 PERCENT	3	1,250	.	.	3	1,250
5.0 - 5.9 PERCENT	7	2,459	1	250	6	2,209
6.0 - 6.9 PERCENT	3	912	.	.	3	912

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
MANUFACTURING	7.0 - 7.9 PERCENT	1	650	.	1	650
	8.0 PERCENT AND OVER	2	902	.	2	902
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	61	61,723	2	3,523	58,200
	4.0 - 4.9 PERCENT	14	6,182	.	14	6,182
	5.0 - 5.9 PERCENT	11	5,898	2	3,523	2,375
	6.0 - 6.9 PERCENT	11	24,180	.	11	24,180
	7.0 - 7.9 PERCENT	18	21,360	.	18	21,360
	8.0 PERCENT AND OVER	7	4,103	.	7	4,103
CONSTRUCTION	TOTAL	1	400	.	1	400
	3.0 - 3.9 PERCENT	1	400	.	1	400
PRIVATE SECTOR	TOTAL	33	16,099	13	7,763	8,336
	NO INCREASE	2	510	2	510	.
	UNDER 3.0 PERCENT	10	7,003	10	7,003	.
	3.0 - 3.9 PERCENT	1	400	.	1	400
	4.0 - 4.9 PERCENT	4	2,517	.	4	2,517

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
5.0 - 5.9 PERCENT	8	2,685	1	250	7	2,435
6.0 - 6.9 PERCENT	4	1,132	.	.	4	1,132
7.0 - 7.9 PERCENT	1	650	.	.	1	650
8.0 PERCENT AND OVER	3	1,202	.	.	3	1,202
TOTAL	57	59,710	2	3,523	55	56,187
PUBLIC SECTOR						
4.0 - 4.9 PERCENT	13	4,915	.	.	13	4,915
5.0 - 5.9 PERCENT	10	5,672	2	3,523	8	2,149
6.0 - 6.9 PERCENT	10	23,960	.	.	10	23,960
7.0 - 7.9 PERCENT	18	21,360	.	.	18	21,360
8.0 PERCENT AND OVER	6	3,803	.	.	6	3,803

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1988 TO THIRD QUARTER 1989

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
THIRD QUARTER 1988	102	77,528	4.5	14	12,535	3.7	88	64,993	4.7
PRIVATE SECTOR	55	45,511	4.3	12	10,530	3.7	43	34,981	4.5
PUBLIC SECTOR	47	32,017	4.8	2	2,005	4.0	45	30,012	4.9
FOURTH QUARTER 1988	120	121,055	4.7	17	17,193	4.7	103	103,862	4.7
PRIVATE SECTOR	50	48,733	4.0	14	16,050	4.7	36	32,683	3.6
PUBLIC SECTOR	70	72,322	5.2	3	1,143	4.6	67	71,179	5.2
FIRST QUARTER 1989	148	75,305	5.3	20	10,286	3.4	128	65,019	5.6
PRIVATE SECTOR	47	25,304	4.9	16	7,394	3.1	31	17,910	5.7
PUBLIC SECTOR	101	50,001	5.4	4	2,892	4.1	97	47,109	5.5
SECOND QUARTER 1989	193	188,647	5.4	34	20,453	4.1	159	168,194	5.5
PRIVATE SECTOR	79	40,353	5.3	26	13,666	3.4	53	26,687	6.2
PUBLIC SECTOR	114	148,294	5.4	8	6,787	5.4	106	141,507	5.4
THIRD QUARTER 1989	90	75,809	6.1	15	11,286	3.1	75	64,523	6.6
PRIVATE SECTOR	33	16,099	4.1	13	7,763	1.8	20	8,336	6.1
PUBLIC SECTOR	57	59,710	6.6	2	3,523	5.9	55	56,187	6.7

TABLE 8
CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	90	47.1	75809	40.7
CHANGES IN ONE OR MORE BENEFITS	87	45.5	54478	29.2
PAID HOLIDAYS	10	5.2	5438	2.9
PAID VACATION	37	19.4	21077	11.3
OTHER PAID LEAVES	43	22.5	33681	18.1
HOSPITAL AND MEDICAL	49	25.7	36412	19.5
DENTAL	61	31.9	44146	23.7
SICKNESS AND ACCIDENT	23	12.0	12685	6.8
LONG TERM DISABILITY	13	6.8	7283	3.9
LIFE INSURANCE	38	19.9	28621	15.4
PENSIONS	25	13.1	12695	6.8
OTHER BENEFITS	78	40.8	52158	28.0
SETTLEMENTS FOR WAGES ONLY	2	1.0	21031	11.3
SETTLEMENTS NOT CHANGING ANY BENEFITS	1	0.5	300	0.2

FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 9

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	EMPLS
TOTAL	90	75,809	33	16,099	57	59,710			
1-3 MONTHS	27	15,367	17	7,721	10	7,646			
4-6 MONTHS	34	17,011	13	6,531	21	10,480			
7-9 MONTHS	23	40,243	1	250	22	39,993			
10-12 MONTHS	5	2,888	2	1,597	3	1,291			
13 MONTHS AND OVER	1	300	.	.	1	300			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

5.1

PRIVATE SECTOR

4.0

PUBLIC SECTOR

5.8

TABLE 10
STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	90	75,809	33	16,099	57	59,710
DIRECT BARGAINING	40	32,418	6	3,213	34	29,205
CONCILIATION	9	4,921	1	450	8	4,471
POST CONCILIATION BARGAINING	8	4,899	5	3,849	3	1,050
MEDIATION	25	29,432	15	4,922	10	24,510
POST MEDIATION BARGAINING	1	270	1	270	.	.
ARBITRATION	1	244	.	.	1	244
WORK STOPPAGE	6	3,625	5	3,395	1	230

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1989

STAGE OF SETTLEMENT	1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	90	75,809	27	15,367	34	17,011	23	40,243	5	2,888	1	300			
DIRECT BARGAINING	40	32,418	10	6,891	17	8,110	12	16,150	1	1,267					
CONCILIATION	9	4,921	1	450	4	2,450	2	935	2	1,086					
POST CONCILIATION BARGAINING	8	4,899	4	3,382	1	467	1	545	1	205	1	300			
ADJUDICATION	25	29,432	10	3,694	9	3,599	6	22,139							
POST MEDIATION BARGAINING	1	270			1	270									
ARBITRATION	1	244					1	244							
WORK STOPPAGE	6	3,625	2	950	2	2,115	1	230	1	330					



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO

FOURTH QUARTER 1989

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1989. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-7 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compound) equivalent. Table 8 contains information on the changes made in benefits, and Tables 9-11 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division.

Wage Developments in Collective Bargaining Settlements in Ontario, Fourth Quarter, 1989

During the fourth quarter of 1989, settlements were negotiated in 102 collective agreements covering 200 or more Ontario employees. A total of 87,552 employees were affected by these settlements, concentrated in the education sector, provincial and local administrations, transportation services and the transportation equipment industry.

Wage Adjustments

The fourth quarter settlements provided increases on base wage rates averaging 5.9% per year over the terms of the agreements, down from 6.1% for settlements in the third quarter of 1989. (See Chart 1 and Table 1.) The 5.9% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 5.3%, private sector settlements without COLA averaged 6.6%; all public sector settlements averaged 6.1%, public sector settlements without COLA averaged 6.2%. (See Table 7).

Manufacturing industry settlements accounted for 36 of the 102 agreements ratified in the fourth quarter of 1989 and 18,830 or 22% of the employees. They provided on average a 4.9% annual base wage increase. The 66 agreements and 68,722 employees in non-manufacturing industries provided an average annual base wage increase of 6.2%. (See Table 2.)

The major public sector settlements in the fourth quarter of 1989 involved 10,681 transportation employees whose average annual base wage increase was 6.4%, 38,972 employees in the education sector who received a 6.1% average annual base wage increase, and 5,281 provincial government employees whose average annual base wage increase was also 6.1%.

Agreements without a cost-of-living (COLA) clause provided an average 6.2% per year, a decrease from the 6.6% in the third quarter of 1989. The 22 agreements with COLA provided an average 4.4% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Fifty percent of the fourth quarter settlements were for a 2-year term, 30% were for a 3-year term, 19% of the agreements were for one year and the final 1% for a four year term. Nineteen of the twenty-two agreements with COLA were for a term of 2 years or longer. (See Tables 3, 4 and 5.)

Fifty agreements covering 65% of the employees provided base wage increases of 6.0% and over per year. (See Table 6.)

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 95 agreements covering 80,716 employees. Hospital, medical and dental plans, other paid leaves and long term disability were the benefits most affected. (See Table 8.)

Negotiations

The fourth quarter settlements were reached in an average of 6.1 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, a rise of 1 month from the 5.1 months of the third quarter of 1989. (See Table 9.) Twenty-eight percent of the agreements covering 23% of the employees took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.6 months, compared with an average of 7.8 months for the public sector.

Settlements were reached by the parties without outside assistance in 38% of the agreements covering 29% of the employees. (See Tables 10 and 11.). Government assistance was needed in the remaining negotiations, including 11 agreements covering 15,219 employees that involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

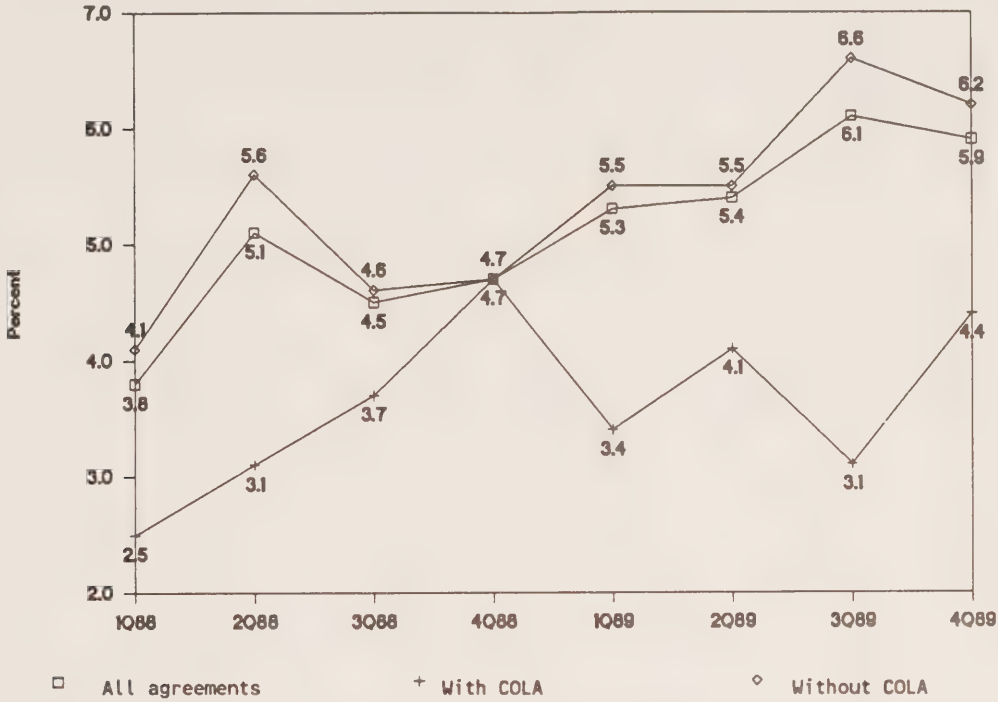


CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees

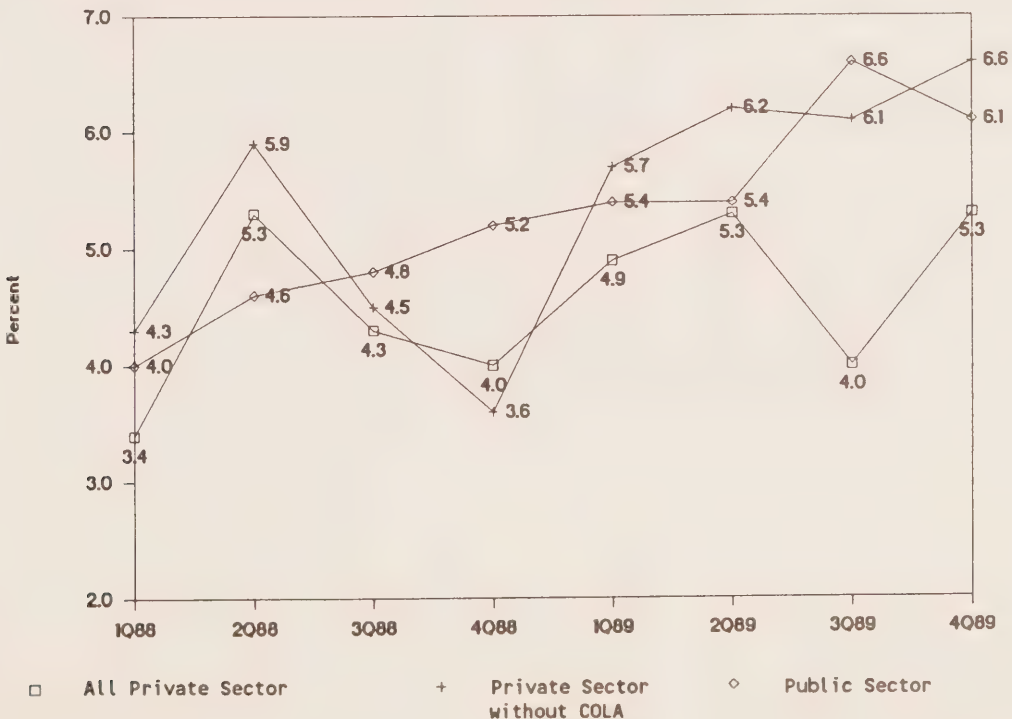


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1988 TO FOURTH QUARTER 1989
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
FOURTH QUARTER 1988												
ALL INDUSTRIES INCL CONSTRUCTION	120	121,089	4.7		17	17,193	4.7		103	103,896	4.7	
ALL INDUSTRIES EXCL CONSTRUCTION	120	121,089	4.7		17	17,193	4.7		103	103,896	4.7	
ALL INDUSTRIES INCL CONSTRUCTION	150	75,849	5.3		20	10,286	3.4		130	65,563	5.5	
ALL INDUSTRIES EXCL CONSTRUCTION	149	75,349	5.2		20	10,286	3.4		129	65,063	5.5	
CONSTRUCTION	1	500	7.2		.	.	.		1	500	7.2	
SECOND QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	193	189,409	5.4		33	20,253	4.1		160	169,156	5.5	
ALL INDUSTRIES EXCL CONSTRUCTION	179	177,969	5.3		33	20,253	4.1		146	157,716	5.4	
CONSTRUCTION	14	11,440	7.2		.	.	.		14	11,440	7.2	
THIRD QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	95	77,434	6.1		16	11,491	3.1		79	65,943	6.6	
ALL INDUSTRIES EXCL CONSTRUCTION	94	77,034	6.1		16	11,491	3.1		78	65,543	6.6	
CONSTRUCTION	1	400	3.4		.	.	.		1	400	3.4	
FOURTH QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	102	87,552	5.9		22	15,647	4.4		80	71,905	6.2	
ALL INDUSTRIES EXCL CONSTRUCTION	102	87,552	5.9		22	15,647	4.4		80	71,905	6.2	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	102	87,552	5.9	22	15,647	4.4			80	71,905		6.2
MANUFACTURING	36	18,830	4.9	16	10,769	3.8			20	8,061		6.3
FOOD, BEVERAGE	2	720	5.7	.	.	.			2	720		5.7
TOBACCO PRODUCTS	1	400	6.1	.	.	.			1	400		6.1
RUBBER, PLASTICS	1	660	3.6	1	660	3.6			.	.		.
TEXTILE	3	1,814	3.7	1	989	2.7			2	825		4.8
CLOTHING	1	200	5.0	.	.	.			1	200		5.0
WOOD	1	260	5.3	1	260	5.3			.	.		.
FURNITURE, FIXTURES	2	492	6.1	1	242	5.9			1	250		6.2
PAPER	2	600	3.3	1	320	1.9			1	280		5.0
PRINTING, PUBLISHING	4	2,425	8.7	.	.	.			4	2,425		8.7
PRIMARY METALS	2	550	3.6	2	550	3.6			.	.		.
FABRICATED METALS	1	240	3.1	1	240	3.1			.	.		.
MACHINERY	5	2,004	1.9	2	888	0.2			3	1,116		3.2
TRANSPORTATION EQUIPMENT	9	7,430	4.7	6	6,620	4.4			3	810		6.4

(CONTINUED)

TABLE 2 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING									
NON-METALLIC MINERALS	1	416	7.9	.	.	.	1	416	7.9
CHEMICALS	1	619	6.0	.	.	.	1	619	6.0
TOTAL	66	68,722	6.2	6	4,878	5.8	60	63,844	6.2
NON-MANUFACTURING EXCL CONSTRUCTION									
AGRICULTURE	1	273	5.4	.	.	.	1	273	5.4
TRANSPORTATION	5	10,681	6.4	1	760	5.1	4	9,921	6.5
COMMUNICATIONS	1	270	3.5	.	.	.	1	270	3.5
ELECTRIC, GAS, WATER	1	250	6.8	1	250	6.8	.	.	.
RETAIL TRADE	1	275	9.4	.	.	.	1	275	9.4
REAL ESTATE, INSURANCE AGENCIES	1	643	6.8	.	.	.	1	643	6.8
EDUCATION, RELATED SERVICES	37	38,972	6.1	4	3,868	5.9	33	35,104	6.1
HEALTH, WELFARE SERVICES	4	1,330	7.1	.	.	.	4	1,330	7.1
ACCOMMODATION, FOOD SERVICES	3	4,297	6.8	.	.	.	3	4,297	6.8
FEDERAL GOVERNMENT	2	1,352	4.2	.	.	.	2	1,352	4.2
PROVINCIAL GOVERNMENT	2	5,281	6.1	.	.	.	2	5,281	6.1
LOCAL GOVERNMENT	8	5,098	6.6	.	.	.	8	5,098	6.6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
ALL INDUSTRIES	19	12,894	6.3	51	52,707	6.2	31	21,599	5.1	1	352	3.7				
MANUFACTURING	1	242	5.9	12	3,870	5.6	23	14,718	4.7							
FOOD, BEVERAGE	.	.	.	2	720	5.7	.	.	.	.	.	.	.	.	.	.
TOBACCO PRODUCTS	.	.	.	1	400	6.1	.	.	.	.	.	.	.	.	.	.
RUBBER, PLASTICS	1	660	3.6	.	.	.	.	.	.	.
TEXTILE	3	1,814	3.7	.	.	.	.	.	.	.
CLOTHING	.	.	.	1	200	5.0	.	.	.	.	.	.	.	.	.	.
WOOD	.	.	.	1	260	5.3	.	.	.	.	.	.	.	.	.	.
FURNITURE, FIXTURES	1	242	5.9	1	250	6.2	.	.	.	.	.	.	.	.	.	.
PAPER	.	.	.	1	280	5.0	1	320	1.9	.	.	.	.	.	.	.
PRINTING, PUBLISHING	4	2,425	8.7	.	.	.	.	.	.	.
PRIMARY METALS	2	550	3.6	.	.	.	.	.	.	.
FABRICATED METALS	1	240	3.1	.	.	.	.	.	.	.
MACHINERY	.	.	.	2	651	4.8	3	1,353	0.5	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	2	490	6.4	7	6,940	4.5	.	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
MANUFACTURING												
NON-METALLIC MINERALS	.	.	.	.	.	.	1	416	7.9	.	.	.
CHEMICALS	.	.	.	1	619	6.0	.	.	.	.	.	.
TOTAL	18	12,652	6.3	39	48,837	6.2	8	6,881	6.2	1	352	3.7
NON-MANUFACTURING EXCL CONSTRUCTION												
AGRICULTURE	.	.	.	1	273	5.4	.	.	.	.	.	.
TRANSPORTATION	.	.	.	4	9,089	6.8	1	1,592	4.3	.	.	.
COMMUNICATIONS	.	.	.	1	270	3.5	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	1	250	6.8	.	.	.	.	.	.
RETAIL TRADE	.	.	.	.	.	.	1	275	9.4	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	643	6.8	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	10	5,294	6.4	24	32,961	6.0	3	717	5.5	.	.	.
HEALTH, WELFARE SERVICES	3	940	7.3	1	390	6.6	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	3	4,297	6.8	.	.	.
FEDERAL GOVERNMENT	.	.	.	1	1,000	4.4	.	.	.	1	352	3.7

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989 BY INDUSTRY AND DURATION OF AGREEMENT													
	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	
NON-MANUFACTURING EXCL CONSTRUCTION													
PROVINCIAL GOVERNMENT	2	5,281	6.1	.	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	3	1,137	5.8	5	3,961	6.8	.	.	.	.	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	3	888	5.7	4	4,270	5.8	15	10,489			3.7	
MANUFACTURING	1	242	5.9	1	260	5.3	14	10,267			3.7	
TOTAL												
RUBBER, PLASTICS	.	.	.	.	.	.	1	660			3.6	
TEXTILE	.	.	.	.	.	.	1	989			2.7	
WOOD	.	.	.	1	260	5.3	.	.			.	
FURNITURE, FIXTURES	1	242	5.9	.	.	.	.	.			.
PAPER	.	.	.	.	.	.	1	320			1.9	
PRIMARY METALS	.	.	.	.	.	.	2	550			3.6	
FABRICATED METALS	.	.	.	.	.	.	1	240			3.1	
MACHINERY	.	.	.	.	.	.	2	888			0.2	
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	6	6,620			4.4	
NON-MANUFACTURING EXCL CONSTRUCTION	2	646	5.7	3	4,010	5.9	1	222			5.0	
TOTAL												
TRANSPORTATION	.	.	.	1	760	5.1	.	.			.	
ELECTRIC, GAS, WATER	.	.	.	1	250	6.8	.	.			.	

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
 BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING	2	646	5.7	1	3,000	6.0	1	222	5.0
RUBBER, PLASTICS									

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	16	12,006	6.3	47	48,437	6.2	16	11,110	6.5	1	352	3.7				
MANUFACTURING																
TOTAL	.	.	.	11	3,610	5.7	9	4,451	6.9	.	.	.	.	.	.	.
FOOD, BEVERAGE	.	.	.	2	720	5.7	.	.	.	.	.	.	.	.	.	.
TOBACCO PRODUCTS	.	.	.	1	400	6.1	.	.	.	.	.	.	.	.	.	.
TEXTILE	2	825	4.8	.	.	.	.	.	.	.
CLOTHING	.	.	.	1	200	5.0	.	.	.	.	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	250	6.2	.	.	.	.	.	.	.	.	.	.
PAPER	.	.	.	1	280	5.0	.	.	.	.	.	.	.	.	.	.
PRINTING, PUBLISHING	4	2,425	8.7	.	.	.	.	.	.	.
MACHINERY	.	.	.	2	651	4.8	1	465	1.0	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	2	490	6.4	1	320	6.3	.	.	.	.	.	.	.
NON-METALLIC MINERALS	1	416	7.9	.	.	.	.	.	.	.
CHEMICALS	.	.	.	1	619	6.0	.	.	.	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	16	12,006	6.3	36	44,827	6.2	7	6,659	6.2	1	352	3.7				
AGRICULTURE	.	.	.	1	273	5.4	.	.	.	.	.	.	.	.	.	.

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
NON-MANUFACTURING EXCL																
CONSTRUCTION																
TRANSPORTATION	.	.	.		3	8,329	7.0		1	1,592	4.3		.	.	.	
COMMUNICATIONS	.	.	.		1	270	3.5		.	.	.		.	.	.
RETAIL TRADE	.	.	.		.	.	.		1	275	9.4		.	.	.	
REAL ESTATE, INSURANCE	.	.	.		1	643	6.8		.	.	.		.	.	.
AGENCIES	.	.	.		.	.	.		.	.	.		.	.	.
EDUCATION, RELATED	8	4,648	6.5		23	29,961	6.0		2	495	5.7		.	.	.	
SERVICES	3	940	7.3		1	390	6.6		.	.	.		.	.	.
HEALTH, WELFARE SERVICES	.	.	.		.	.	.		3	4,297	6.8		.	.	.	
ACCOMMODATION, FOOD	.	.	.		1	1,000	4.4		.	.	.		1	352	3.7	
SERVICES	.	.	.		.	.	.		.	.	.		.	.	.
FEDERAL GOVERNMENT	2	5,281	6.1		.	.	.		.	.	.		.	.	.
PROVINCIAL GOVERNMENT	3	1,137	5.8		5	3,961	6.8		.	.	.		.	.	.
LOCAL GOVERNMENT	.	.	.		.	.	.		.	.	.		.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION						
TOTAL	102	87,552	22	15,647	80	71,905
NO INCREASE	1	590	1	590	.	.
UNDER 3.0 PERCENT	9	3,644	6	2,707	3	937
3.0 - 3.9 PERCENT	5	1,872	2	900	3	972
4.0 - 4.9 PERCENT	11	9,429	2	3,940	9	5,489
5.0 - 5.9 PERCENT	26	15,422	6	3,566	20	11,856
6.0 - 6.9 PERCENT	25	38,058	4	3,744	21	34,314
7.0 - 7.9 PERCENT	17	15,810	1	200	16	15,610
8.0 PERCENT AND OVER	8	2,727	.	.	8	2,727
MANUFACTURING						
TOTAL	36	18,830	16	10,769	20	8,061
NO INCREASE	1	590	1	590	.	.
UNDER 3.0 PERCENT	7	3,172	6	2,707	1	465
3.0 - 3.9 PERCENT	2	900	2	900	.	.
4.0 - 4.9 PERCENT	5	5,141	2	3,940	3	1,201
5.0 - 5.9 PERCENT	8	3,677	3	2,202	5	1,475

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
	-----	-----	-----	-----	-----	-----
MANUFACTURING						
6.0 - 6.9 PERCENT	7	2,309	1	230	6	2,079
7.0 - 7.9 PERCENT	5	2,741	1	200	4	2,541
8.0 PERCENT AND OVER	1	300	.	.	1	300
TOTAL	66	68,722	6	4,878	60	63,844
NON-MANUFACTURING EXCL CONSTRUCTION						
UNDER 3.0 PERCENT	2	472	.	.	2	472
3.0 - 3.9 PERCENT	3	972	.	.	3	972
4.0 - 4.9 PERCENT	6	4,288	.	.	6	4,288
5.0 - 5.9 PERCENT	18	11,745	3	1,364	15	10,381
6.0 - 6.9 PERCENT	18	35,749	3	3,514	15	32,235
7.0 - 7.9 PERCENT	12	13,069	.	.	12	13,069
8.0 PERCENT AND OVER	7	2,427	.	.	7	2,427
TOTAL	40	23,402	16	10,769	24	12,633
PRIVATE SECTOR						
NO INCREASE	1	590	1	590	.	.
UNDER 3.0 PERCENT	7	3,172	6	2,707	1	465
3.0 - 3.9 PERCENT	2	900	2	900	.	.

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	
PRIVATE SECTOR	4.0 - 4.9 PERCENT	5	5,141	2	3,940	3	1,201
	5.0 - 5.9 PERCENT	8	3,677	3	2,202	5	1,475
	6.0 - 6.9 PERCENT	8	5,994	1	230	7	5,764
	7.0 - 7.9 PERCENT	5	2,741	1	200	4	2,541
	8.0 PERCENT AND OVER	4	1,187	.	.	4	1,187
PUBLIC SECTOR	TOTAL	62	64,150	6	4,878	56	59,272
	UNDER 3.0 PERCENT	2	472	.	.	2	472
	3.0 - 3.9 PERCENT	3	972	.	.	3	972
	4.0 - 4.9 PERCENT	6	4,288	.	.	6	4,288
	5.0 - 5.9 PERCENT	18	11,745	3	1,364	15	10,381
	6.0 - 6.9 PERCENT	17	32,064	3	3,514	14	28,550
	7.0 - 7.9 PERCENT	12	13,069	.	.	12	13,069
	8.0 PERCENT AND OVER	4	1,540	.	.	4	1,540

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	PERCENT	AGMTS	EMPLS	PERCENT	PERCENT
FOURTH QUARTER 1988	ALL AGREEMENTS	120	121,089	4.7	17	17,193	4.7	4.7	103	103,896	4.7	4.7
	PRIVATE SECTOR	50	48,767	4.0	14	16,050	4.7		36	32,717	3.6	
	PUBLIC SECTOR	70	72,322	5.2	3	1,143	4.6		67	71,179	5.2	
FIRST QUARTER 1989	ALL AGREEMENTS	150	75,849	5.3	20	10,286	3.4		130	65,563	5.5	
	PRIVATE SECTOR	48	25,604	4.9	16	7,394	3.1		32	18,210	5.7	
	PUBLIC SECTOR	102	50,245	5.4	4	2,892	4.1		98	47,353	5.5	
SECOND QUARTER 1989	ALL AGREEMENTS	193	189,409	5.4	33	20,253	4.1		160	169,156	5.5	
	PRIVATE SECTOR	77	39,917	5.3	25	13,450	3.4		52	26,467	6.2	
	PUBLIC SECTOR	116	149,492	5.4	8	6,803	5.4		108	142,689	5.4	
THIRD QUARTER 1989	ALL AGREEMENTS	95	77,434	6.1	16	11,491	3.1		79	65,943	6.6	
	PRIVATE SECTOR	34	16,384	4.0	14	7,968	1.8		20	8,416	6.1	
	PUBLIC SECTOR	61	61,050	6.6	2	3,523	5.9		59	57,527	6.7	
FOURTH QUARTER 1989	ALL AGREEMENTS	102	87,552	5.9	22	15,647	4.4		80	71,905	6.2	
	PRIVATE SECTOR	40	23,402	5.3	16	10,769	3.8		24	12,633	6.6	
	PUBLIC SECTOR	62	64,150	6.1	6	4,878	5.8		56	59,272	6.2	

TABLE 8
CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989

TYPE OF BENEFIT	NUMBER OF AGREEMENTS -----	PERCENT OF AGREEMENTS -----	NUMBER OF EMPLOYEES -----	PERCENT OF EMPLOYEES -----
ALL SETTLEMENTS	102	100.0	87552	100.0
CHANGES IN ONE OR MORE BENEFITS	95	93.1	80716	92.2
PAID HOLIDAYS	13	12.7	4389	5.0
PAID VACATION	38	37.3	33133	37.8
OTHER PAID LEAVES	47	46.1	43744	50.0
HOSPITAL AND MEDICAL	61	59.8	49242	56.2
DENTAL	72	70.6	64594	73.8
SICKNESS AND ACCIDENT	25	24.5	30052	34.3
LONG TERM DISABILITY	25	24.5	30225	34.5
LIFE INSURANCE	31	30.4	25843	29.5
PENSIONS	32	31.4	22234	25.4
OTHER BENEFITS	81	79.4	68543	78.3
SETTLEMENTS FOR WAGES ONLY	1	1.0	4991	5.7
SETTLEMENTS NOT CHANGING ANY BENEFITS	5	4.9	1255	1.4
FIRST AGREEMENTS	1	1.0	590	0.7

FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	EMPLS
TOTAL	102	87,552	40	23,402	62	64,150			
1-3 MONTHS	29	20,232	21	16,052	8	4,180			
4-6 MONTHS	39	31,268	18	7,100	21	24,168			
7-9 MONTHS	19	9,736	1	250	18	9,486			
10-12 MONTHS	9	13,866	.	.	9	13,866			
13 MONTHS AND OVER	6	12,450	.	.	6	12,450			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

6.1

PRIVATE SECTOR

3.6

PUBLIC SECTOR

7.8

TABLE 10
STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	102	87,552	40	23,402	62	64,150
DIRECT BARGAINING	39	25,275	10	7,503	29	17,772
CONCILIATION	11	5,027	6	1,727	5	3,300
POST CONCILIATION BARGAINING	7	4,167	6	3,691	1	476
MEDIATION	19	11,306	11	4,812	8	6,494
POST MEDIATION BARGAINING	3	7,650	1	320	2	7,330
ARBITRATION	6	7,667	.	.	6	7,667
WORK STOPPAGE	11	15,219	6	5,349	5	9,870
LEGISLATION	1	7,597	.	.	1	7,597
OTHER	5	3,644	.	.	5	3,644

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1989

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	102	87,552		29	20,232		39	31,268		19	9,736		9	13,866		6	12,450	
DIRECT BARGAINING	39	25,275		15	10,758		14	8,794		8	3,380		2	2,343		.	.	
CONCILIATION	11	5,027		4	1,177		5	2,010		1	248		.	.		1	1,592	
POST CONCILIATION BARGAINING	7	4,167		4	2,966		2	725		1	476		.	.		.	.
MEDIATION	19	11,306		3	975		12	5,199		.	.		4	5,132		.	.	
POST MEDIATION BARGAINING	3	7,650		.	.		2	5,950		1	1,700		.	.		.	.
ARBITRATION	6	7,667		.	.		.	.		1	390		2	5,471		3	1,806	
WORK STOPPAGE	11	15,219		3	4,356		3	993		3	818		.	.		2	9,052	
LEGISLATION	1	7,597		.	.		1	7,597		
OTHER	5	3,644			4	2,724		1	920		.	.	

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO

FIRST QUARTER 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER



FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1990.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses since such increases depend on future changes in the Consumer Price Index. Adjustments for Pay Equity are also excluded.

Tables 1-7 inclusive provide information in the form of average annual increases. These are calculated by reducing the total increase for the full term of an agreement to an average annual (compound) equivalent. Tables 8-10 give information on the duration of negotiations and the stage at which the settlements were reached.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division.

For further information please contact Adam Redish at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, First Quarter, 1990

During the first quarter of 1990, settlements were negotiated in 66 collective agreements covering 200 or more Ontario employees. A total of 74,316 employees were affected by these settlements concentrated in the education sector and in provincial and local administration.

Wage Adjustments

The first quarter settlements provided increases on base wage rates averaging 7.2% per year over the terms of the agreements, up sharply from a revised 5.8% for settlements in the fourth quarter of 1989. (See Chart 1 and Table 1.) The 7.2% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 5.0%, while private sector settlements without COLA averaged 5.3%. All public sector settlements averaged 7.6%; those without COLA averaged 7.9%. (See Table 7).

Manufacturing industry settlements accounted for 23 of the 66 agreements ratified in the first quarter of 1990 and 10,243 (14%) of the employees. These agreements provided an average annual base wage increase of 4.8%. The 42 agreements covering 63,723 employees in non-manufacturing industries provided an average annual base wage increase of 7.6%. (See Table 2.)

The major public sector settlements in the first quarter of 1990 involved 35,152 provincial government employees, whose average annual base wage increase was 8.9% and 21,365 employees in the education sector whose average annual base wage increase was 6.5%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 7.5% per year, up from 6.2% in the fourth quarter of 1989. The 18 agreements with COLA provided for an average annual base wage increase of 6.2%. The settlement increases do not include adjustments that could be generated from the COLA clauses.

Fifty-five percent of the first quarter settlements were for a 2-year term, 27% for a 3-year term and 18% of the agreements were for one year. The 18 agreements with COLA were equally divided into two and three year terms. (See Tables 3, 4 and 5.)

Twenty-eight agreements, covering 72% of the employees, provided for increases of 6.0% or more per year while 22 agreements, covering 13,880 employees, provided for increases between 5.0 and 5.9% per year. (See Table 6.)

Negotiations

The first quarter settlements were reached in an average of 6.0 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees. (See table 8.) Forty-one percent of the agreements, covering 45% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.6 months compared with an average of 7.6 months for the public sector.

Settlements were reached by the parties without outside assistance in 26% of the agreements covering 29% of the employees. (See Tables 9 and 10.). Government assistance was needed in the remaining negotiations; two of these agreements, covering 488 employees, involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees

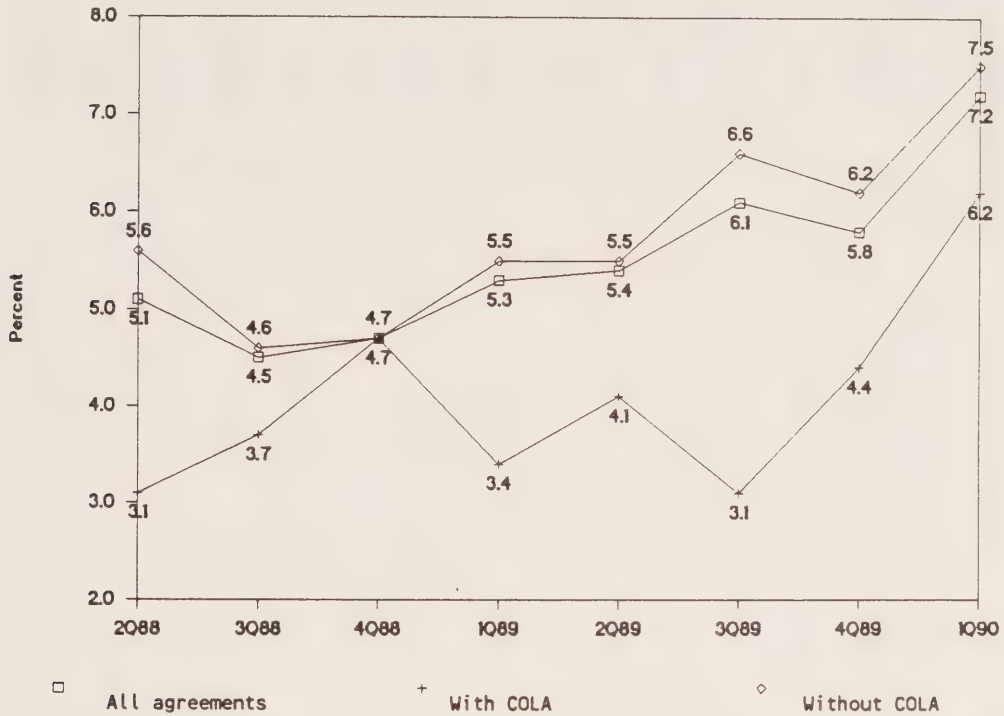


CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees

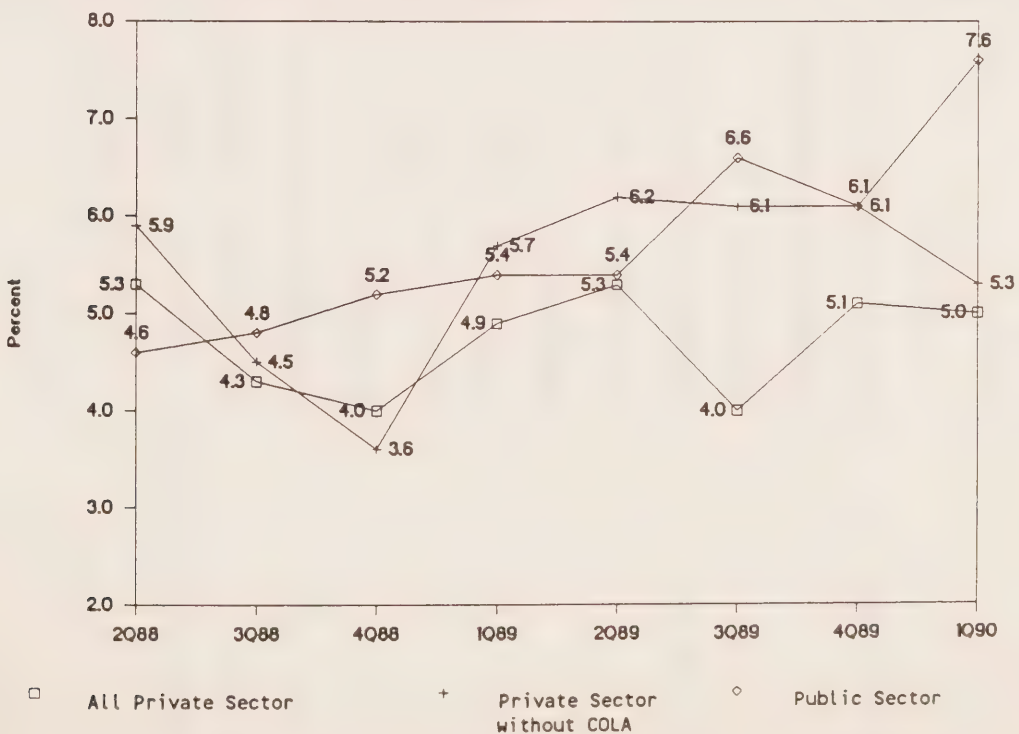


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1989 TO FIRST QUARTER 1990
SUMMARY BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1989									
ALL INDUSTRIES INCL CONSTRUCTION	151	76,263	5.3	20	10,286	3.4	131	65,977	5.6
ALL INDUSTRIES EXCL CONSTRUCTION	150	75,763	5.2	20	10,286	3.4	130	65,477	5.5
CONSTRUCTION	1	500	7.2	.	.	.	1	500	7.2
SECOND QUARTER 1989									
ALL INDUSTRIES INCL CONSTRUCTION	195	190,120	5.4	34	20,714	4.1	161	169,406	5.5
ALL INDUSTRIES EXCL CONSTRUCTION	180	178,430	5.3	34	20,714	4.1	146	157,716	5.4
CONSTRUCTION	15	11,690	7.0	.	.	.	15	11,690	7.0
THIRD QUARTER 1989									
ALL INDUSTRIES INCL CONSTRUCTION	95	77,145	6.1	17	11,716	3.1	78	65,429	6.6
ALL INDUSTRIES EXCL CONSTRUCTION	94	76,745	6.1	17	11,716	3.1	77	65,029	6.6
CONSTRUCTION	1	400	3.4	.	.	.	1	400	3.4
FOURTH QUARTER 1989 (r)									
ALL INDUSTRIES INCL CONSTRUCTION	108	89,907	5.8	23	15,847	4.4	85	74,060	6.2
ALL INDUSTRIES EXCL CONSTRUCTION	108	89,907	5.8	23	15,847	4.4	85	74,060	6.2
FIRST QUARTER 1990 (p)									
ALL INDUSTRIES INCL CONSTRUCTION	66	74,316	7.2	18	15,427	6.2	48	58,889	7.5
ALL INDUSTRIES EXCL CONSTRUCTION	65	73,966	7.2	18	15,427	6.2	47	58,539	7.5
CONSTRUCTION	1	350	8.2	.	.	.	1	350	8.2

(r) Revised

(p) Preliminary

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	66	74,316	7.2	18	15,427	6.2	48	58,889	7.5			
MANUFACTURING	23	10,243	4.8	9	2,101	3.5	14	8,142	5.1			
FOOD, BEVERAGE	3	689	4.3	2	419	4.0	1	270	4.9			
RUBBER, PLASTICS	1	860	4.8	.	.	.	1	860	4.8			
LEATHER	1	1,150	5.0	.	.	.	1	1,150	5.0			
TEXTILE	3	2,452	5.1	.	.	.	3	2,452	5.1			
FURNITURE, FIXTURES	3	948	5.1	.	.	.	3	948	5.1			
PAPER	1	218	5.0	.	.	.	1	218	5.0			
PRIMARY METALS	2	493	2.7	2	493	2.7	.	.	.			
FABRICATED METALS	4	928	4.2	3	690	4.0	1	238	4.8			
TRANSPORTATION EQUIPMENT	2	499	3.3	2	499	3.3	.	.	.			
ELECTRICAL PRODUCTS	1	452	3.7	.	.	.	1	452	3.7			
PETROLEUM, COAL	1	204	5.8	.	.	.	1	204	5.8			
CHEMICALS	1	1,350	5.7	.	.	.	1	1,350	5.7			

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
TOTAL	42	63,723	7.6	9	13,326	6.7	33	50,397	7.9
TRANSPORTATION	1	1,800	5.1	.	.	.	1	1,800	5.1
ELECTRIC, GAS, WATER	1	375	5.1	.	.	.	1	375	5.1
EDUCATION, RELATED SERVICES	22	21,365	6.5	8	13,006	6.7	14	8,359	6.1
HEALTH, WELFARE SERVICES	1	500	5.7	.	.	.	1	500	5.7
ACCOMMODATION, FOOD SERVICES	1	252	6.4	.	.	.	1	252	6.4
OTHER SERVICES	1	250	6.5	.	.	.	1	250	6.5
FEDERAL GOVERNMENT	2	1,484	4.1	.	.	.	2	1,484	4.1
PROVINCIAL GOVERNMENT	8	35,152	8.9	.	.	.	8	35,152	8.9
LOCAL GOVERNMENT	5	2,545	5.3	1	320	5.2	4	2,225	5.4
TOTAL	1	350	8.2	.	.	.	1	350	8.2
CONSTRUCTION	1	350	8.2	.	.	.	1	350	8.2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

TABLE 3

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	12	37,781	8.6	36	29,926	6.1	18	6,609	4.5
MANUFACTURING	1	1,150	5.0	8	3,929	5.3	14	5,164	4.3
FOOD, BEVERAGE	.	.	.	2	479	5.6	1	210	1.4
RUBBER, PLASTICS	.	.	.	.	.	.	1	860	4.8
LEATHER	1	1,150	5.0	.	.	.	.	.	.
TEXTILE	.	.	.	1	1,150	5.1	2	1,302	5.1
FURNITURE, FIXTURES	.	.	.	2	528	4.1	1	420	6.4
PAPER	.	.	.	1	218	5.0	.	.	.
PRIMARY METALS	.	.	.	.	.	.	2	493	2.7
FABRICATED METALS	.	.	.	.	.	.	4	928	4.2
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	499	3.3
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	452	3.7
PETROLEUM, COAL	.	.	.	1	204	5.8	.	.	.
CHEMICALS	.	.	.	1	1,350	5.7	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

		ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
		AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	11	36,631	8.7	27	25,647	6.2	4	1,445	5.0
	TRANSPORTATION	.	.	.	1	1,800	5.1	.	.	.
	ELECTRIC, GAS, WATER	.	.	.	1	375	5.1	.	.	.
	EDUCATION, RELATED SERVICES	2	1,226	5.9	20	20,139	6.5	.	.	.
	HEALTH, WELFARE SERVICES	.	.	.	1	500	5.7	.	.	.
	ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	1	252	6.4
	OTHER SERVICES	.	.	.	1	250	6.5	.	.	.
	FEDERAL GOVERNMENT	.	.	.	1	946	4.0	1	538	4.2
	PROVINCIAL GOVERNMENT	8	35,152	8.9	.	.	.	.	.	.
	LOCAL GOVERNMENT	1	253	5.5	2	1,637	5.4	2	655	5.1
CONSTRUCTION	TOTAL	.	.	.	1	350	8.2	.	.	.
	CONSTRUCTION	.	.	.	1	350	8.2	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	9	13,215	6.7	9	2,212	3.5
MANUFACTURING	1	209	6.5	8	1,892	3.2
TOTAL						
FOOD, BEVERAGE	1	209	6.5	1	210	1.4
PRIMARY METALS	.	.	.	2	493	2.7
FABRICATED METALS	.	.	.	3	690	4.0
TRANSPORTATION EQUIPMENT	.	.	.	2	499	3.3
NON-MANUFACTURING EXCL CONSTRUCTION	8	13,006	6.7	1	320	5.2
TOTAL						
EDUCATION, RELATED SERVICES	8	13,006	6.7	.	.	.
LOCAL GOVERNMENT	.	.	.	1	320	5.2

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	12	37,781	8.6	27	16,711	5.6	9	4,397	5.0
MANUFACTURING	1	1,150	5.0	7	3,720	5.2	6	3,272	5.0
FOOD, BEVERAGE	.	.	.	1	270	4.9	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	1	860	4.8
LEATHER	1	1,150	5.0	.	.	.	.	.	.
TEXTILE	.	.	.	1	1,150	5.1	2	1,302	5.1
FURNITURE, FIXTURES	.	.	.	2	528	4.1	1	420	6.4
PAPER	.	.	.	1	218	5.0	.	.	.
FABRICATED METALS	.	.	.	.	.	.	1	238	4.8
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	452	3.7
PETROLEUM, COAL	.	.	.	1	204	5.8	.	.	.
CHEMICALS	.	.	.	1	1,350	5.7	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	11	36,631	8.7	19	12,641	5.7	3	1,125	4.9
TRANSPORTATION	.	.	.	1	1,800	5.1	.	.	.
ELECTRIC, GAS, WATER	.	.	.	1	375	5.1	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

		ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
		AGTS	EMPLS	PERCENT	AGTS	EMPLS	PERCENT	AGTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION	EDUCATION, RELATED SERVICES	2	1,226	5.9	12	7,133	6.1	.	.	.
	HEALTH, WELFARE SERVICES	.	.	.	1	500	5.7	.	.	.
	ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	1	252	6.4
	OTHER SERVICES	.	.	.	1	250	6.5	.	.	.
	FEDERAL GOVERNMENT	.	.	.	1	946	4.0	1	538	4.2
	PROVINCIAL GOVERNMENT	8	35,152	8.9	.	.	.	.	.	.
CONSTRUCTION	LOCAL GOVERNMENT	1	253	5.5	2	1,637	5.4	1	335	5.0
	TOTAL	.	.	.	1	350	8.2	.	.	.
	CONSTRUCTION	.	.	.	1	350	8.2	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION						
TOTAL	66	74,316	18	15,427	48	58,889
NO INCREASE	1	600	.	.	1	600
UNDER 3.0 PERCENT	3	770	3	770	.	.
3.0 - 3.9 PERCENT	6	2,322	3	648	3	1,674
4.0 - 4.9 PERCENT	6	3,066	1	214	5	2,852
5.0 - 5.9 PERCENT	22	13,880	4	2,038	18	11,842
6.0 - 6.9 PERCENT	11	11,322	2	2,309	9	9,013
7.0 - 7.9 PERCENT	9	24,617	5	9,448	4	15,169
8.0 PERCENT AND OVER	8	17,739	.	.	8	17,739
TOTAL	23	10,243	9	2,101	14	8,142
MANUFACTURING						
UNDER 3.0 PERCENT	3	770	3	770	.	.
3.0 - 3.9 PERCENT	5	1,418	3	648	2	770
4.0 - 4.9 PERCENT	4	1,582	1	214	3	1,368
5.0 - 5.9 PERCENT	9	5,844	1	260	8	5,584
6.0 - 6.9 PERCENT	2	629	1	209	1	420

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	42	63,723		9	13,326		33	50,397
	NO INCREASE	1	600		.	.		1	600
	3.0 - 3.9 PERCENT	1	904		.	.		1	904
	4.0 - 4.9 PERCENT	2	1,484		.	.		2	1,484
	5.0 - 5.9 PERCENT	13	8,036		3	1,778		10	6,258
	6.0 - 6.9 PERCENT	9	10,693		1	2,100		8	8,593
	7.0 - 7.9 PERCENT	9	24,617		5	9,448		4	15,169
	8.0 PERCENT AND OVER	7	17,389		.	.		7	17,389
	TOTAL	1	350		.	.		1	350
CONSTRUCTION	8.0 PERCENT AND OVER	1	350		.	.		1	350
	TOTAL	26	11,095		9	2,101		17	8,994
PRIVATE SECTOR	UNDER 3.0 PERCENT	3	770		3	770		.	.
	3.0 - 3.9 PERCENT	5	1,418		3	648		2	770
	4.0 - 4.9 PERCENT	4	1,582		1	214		3	1,368
	5.0 - 5.9 PERCENT	9	5,844		1	260		8	5,584

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
PRIVATE SECTOR									
6.0 - 6.9 PERCENT	4	1,131		1	209		3	922	
8.0 PERCENT AND OVER	1	350		.	.		1	350	
TOTAL	40	63,221		9	13,326		31	49,895	
PUBLIC SECTOR									
NO INCREASE	1	600		.	.		1	600	
3.0 - 3.9 PERCENT	1	904		.	.		1	904	
4.0 - 4.9 PERCENT	2	1,484		.	.		2	1,484	
5.0 - 5.9 PERCENT	13	8,036		3	1,778		10	6,258	
6.0 - 6.9 PERCENT	7	10,191		1	2,100		6	8,091	
7.0 - 7.9 PERCENT	9	24,617		5	9,448		4	15,169	
8.0 PERCENT AND OVER	7	17,389		.	.		7	17,389	

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1989 TO FIRST QUARTER 1990

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1989	151	76,263	5.3	20	10,286	3.4	131	65,977	5.6
PRIVATE SECTOR	49	26,004	4.9	16	7,394	3.1	33	18,610	5.7
PUBLIC SECTOR	102	50,259	5.4	4	2,892	4.1	98	47,367	5.5
SECOND QUARTER 1989	195	190,120	5.4	34	20,714	4.1	161	169,406	5.5
PRIVATE SECTOR	79	40,628	5.2	26	13,911	3.5	53	26,717	6.1
PUBLIC SECTOR	116	149,492	5.4	8	6,803	5.4	108	142,689	5.4
THIRD QUARTER 1989	95	77,145	6.1	17	11,716	3.1	78	65,429	6.6
PRIVATE SECTOR	35	16,400	4.0	15	8,193	1.9	20	8,207	6.1
PUBLIC SECTOR	60	60,745	6.7	2	3,523	5.9	58	57,222	6.7
FOURTH QUARTER 1989 (r)	108	89,907	5.8	23	15,847	4.4	85	74,060	6.2
PRIVATE SECTOR	45	25,452	5.1	17	10,969	3.8	28	14,483	6.1
PUBLIC SECTOR	63	64,455	6.1	6	4,878	5.8	57	59,577	6.2
FIRST QUARTER 1990 (p)	66	74,316	7.2	18	15,427	6.2	48	58,889	7.5
PRIVATE SECTOR	26	11,095	5.0	9	2,101	3.5	17	8,994	5.3
PUBLIC SECTOR	40	63,221	7.6	9	13,326	6.7	31	49,895	7.9

(r) Revised

(p) Preliminary

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	66	74,316	26	11,095	40	63,221
1-3 MONTHS	27	33,622	17	7,987	10	25,635
4-6 MONTHS	10	5,349	6	2,192	4	3,157
7-9 MONTHS	13	14,138	2	464	11	13,674
10-12 MONTHS	11	12,739	1	452	10	12,287
13 MONTHS AND OVER	5	8,468	.	.	5	8,468

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	6.0
PRIVATE SECTOR	3.6
PUBLIC SECTOR	7.6

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	66	74,316	26	11,095	40	63,221
DIRECT BARGAINING	17	21,746	6	2,354	11	19,392
CONCILIATION	8	4,730	5	1,380	3	3,350
POST CONCILIATION BARGAINING	5	1,667	4	867	1	800
MEDIATION	22	26,194	7	2,626	15	23,568
POST MEDIATION BARGAINING	4	4,554	3	3,650	1	904
POST FACT FINDER BARGAINING	4	2,208	.	.	4	2,208
ARBITRATION	4	12,729	.	.	4	12,729
WORK STOPPAGE	2	488	1	218	1	270

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1990

STAGE OF SETTLEMENT	1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	EMPLS
BARGAINING	66	74,316	27	33,622	10	5,349	13	14,138	11	12,739	5	8,468			
ATION	17	21,746	13	17,636	.	.	1	250	3	3,860	.	.			
NCILIATION BARGAINING	8	4,730	4	1,105	3	1,825	1	1,800	.	.	.	.
ON	5	1,667	3	658	1	209	.	.	1	800	.	.			
DIATION BARGAINING	22	26,194	4	10,573	5	3,097	8	10,592	4	1,597	1	335			
CT FINDER BARGAINING	4	4,554	3	3,650	.	.	.	.	1	904	.	.			
TION	4	2,208	.	.	.	.	2	1,226	1	232	1	750			
OPPAGE	4	12,729	.	.	.	.	.	.	1	5,346	3	7,383			
	2	488	.	.	1	218	1	270	.	.	.	.

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

Government
Publications

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

SECOND QUARTER 1990



F O R E W O R D

The report describes aggregate changes in wage rates resulting from collective agreements, covering 200 or more Ontario employees, that were ratified in the second quarter of 1990.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Data derived from the estimates are revised, as necessary, as actual CPI figures become available.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Adam Redish at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, Second Quarter, 1990

During the second quarter of 1990, settlements were negotiated for 153 collective agreements covering 200 or more Ontario employees. The settlements, which were concentrated, for the most part, in the construction, education, and public administration sectors of the economy, covered a total of 179,003 employees.

Wage Adjustments

Including cost-of-living (COLA) estimates where applicable, second quarter settlements provided for base rate increases averaging 6.6% per year, down from a revised 7.1% for settlements in the first quarter of 1990. (Chart 1 and Table 1.) Private sector settlements averaged 6.8%. Construction industry settlements, which, in terms of number of employees covered, accounted for 66% of all private sector settlements, averaged 6.9%. Annual base rate increases for the 78 agreements settled in the public sector averaged 6.4%. (Table 7.) *All averages used throughout this report are derived by weighting the average annual compound increase for each agreement by the number of employees the agreement covers.*

There were 39 agreements ratified in the manufacturing sector in the second quarter of 1990 covering a total of 17,306 employees, approximately 10% of all employees ratifying agreements during the quarter. The 39 agreements provided for an average annual base rate increase of 5.6%. By comparison, there were 90 agreements ratified in the non-manufacturing sector during the second quarter. Collectively, they covered 102,347 employees and provided for an average annual base rate increase of 6.6%. (Table 2.)

The public sector was dominated by settlements involving 28,548 provincial government employees and 29,757 education sector employees. The average annual base rate increase negotiated for these two groups was 6.4% and 6.3% respectively.

All agreements, public and private, without a COLA clause provided for an average annual base rate increase of 6.7%, down from 7.3% in the previous quarter. The 41 agreements with COLA provision provided for scheduled increases averaging 6.1% per year. Including COLA estimates, the overall average annual increase for these same settlements would be 6.5%.

Sixty-five percent of all the agreements concluded have a 2-year term, 22% have a 3-year term, and 11% have a 1-year term. Of the 41 agreements with COLA, 24 have a 2-year term, 16 have a 3-year term, and one agreement has a 1-year term. (Table 3, 4, and 5.)

One hundred agreements, covering 87% of the employees, provided for increases of 6.0% or more per year while 36 agreements, covering 15,029 employees, provided for increases between 5.0 and 5.9% per year. (Table 6.)

Negotiations

The second quarter settlements were reached in an average of 4.2 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees. (Table 8.) Fifty-eight percent of the agreements, covering 62% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.2 months compared with an average of 5.2 months for the public sector.

Settlements were reached by the parties without outside assistance for 41% of the agreements covering 26% of the employees. (Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Seven sets of negotiations, covering 11,520 employees, involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees

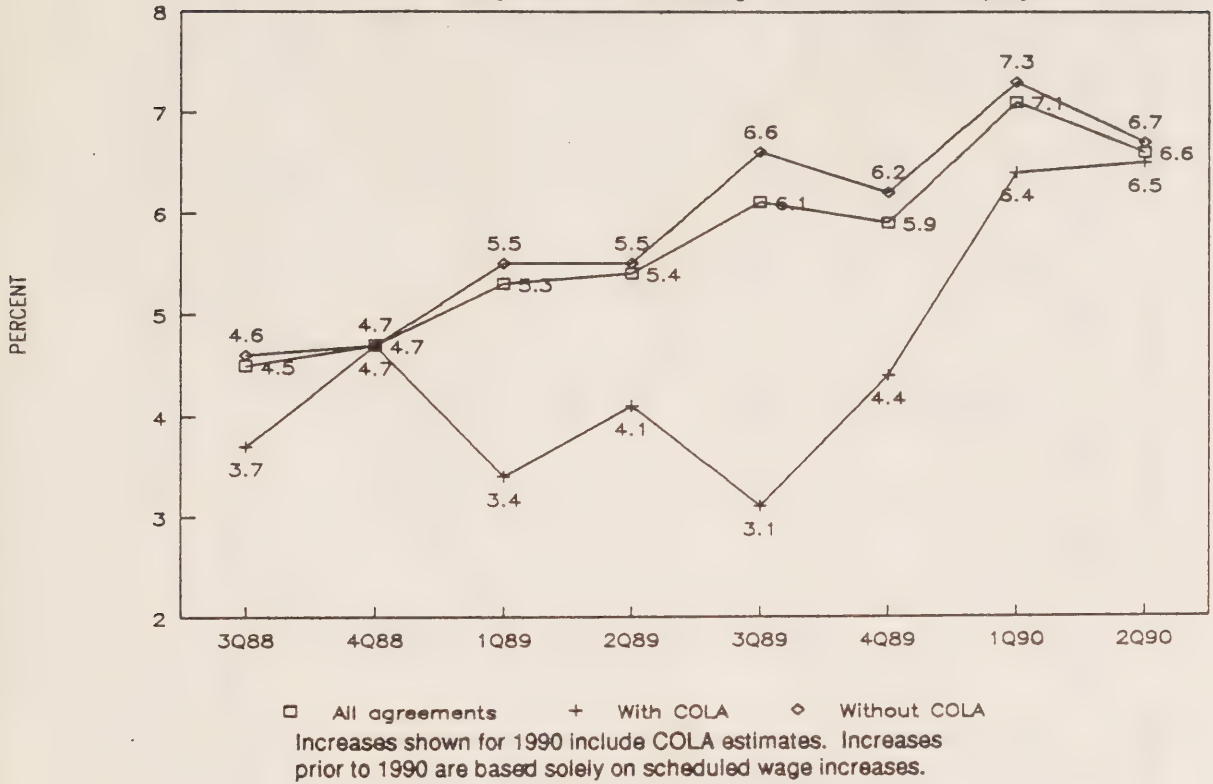


CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees

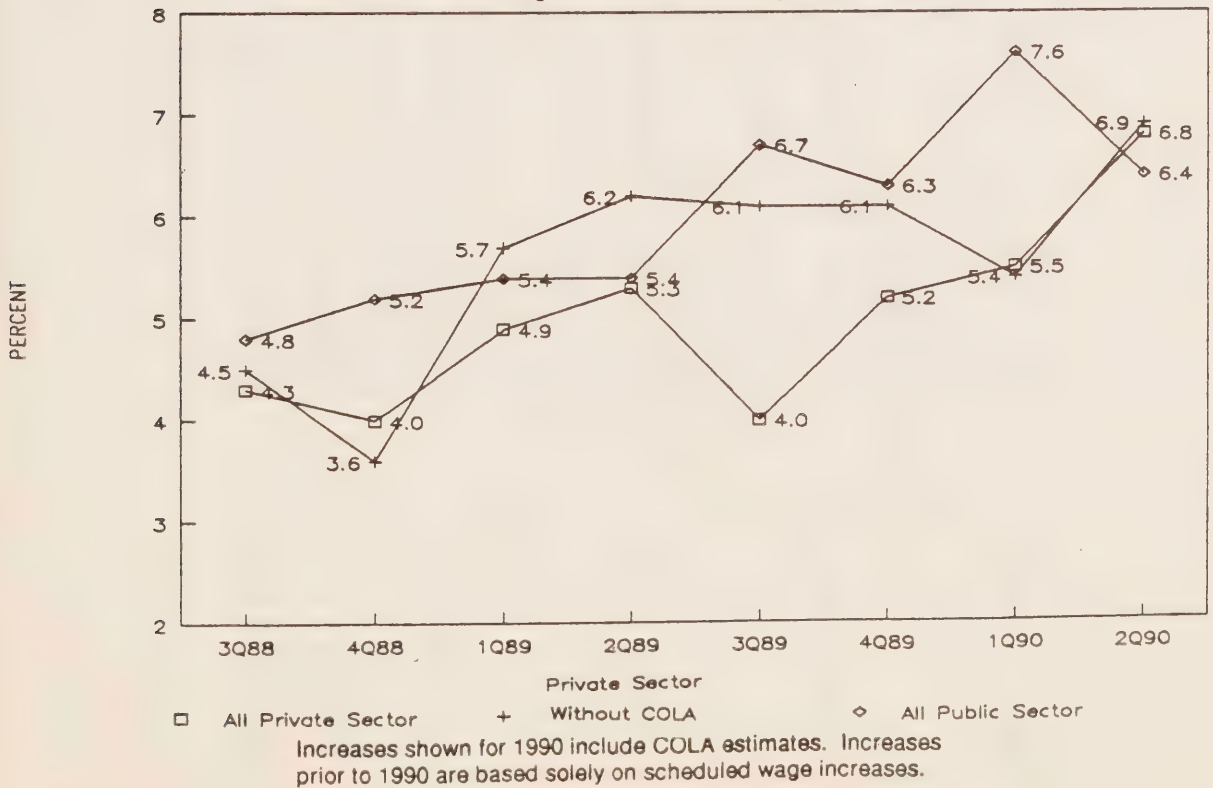


TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1989 TO SECOND QUARTER 1990
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
SECOND QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	194	189,870	5.4		34	20,714	4.1		160	169,156	5.5	
ALL INDUSTRIES EXCL CONSTRUCTION	180	178,430	5.3		34	20,714	4.1		146	157,716	5.4	
CONSTRUCTION	14	11,440	7.2		.	.	.		14	11,440	7.2	
THIRD QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	94	76,895	6.1		16	11,466	3.1		78	65,429	6.6	
ALL INDUSTRIES EXCL CONSTRUCTION	93	76,495	6.1		16	11,466	3.1		77	65,029	6.6	
CONSTRUCTION	1	400	3.4		.	.	.		1	400	3.4	
FOURTH QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	114	92,329	5.9		23	15,847	4.4		91	76,482	6.2	
ALL INDUSTRIES EXCL CONSTRUCTION	113	91,979	5.8		23	15,847	4.4		90	76,132	6.2	
CONSTRUCTION	1	350	8.6		.	.	.		1	350	8.6	
FIRST QUARTER 1990 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	92	83,460	7.1		24	14,885	6.4		68	68,575	7.3	
ALL INDUSTRIES EXCL CONSTRUCTION	89	82,710	7.1		24	14,885	6.4		65	67,825	7.3	
CONSTRUCTION	3	750	8.1		.	.	.		3	750	8.1	
SECOND QUARTER 1990 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	153	179,003	6.6		41	38,890	6.5		112	140,113	6.7	
ALL INDUSTRIES EXCL CONSTRUCTION	129	119,653	6.5		41	38,890	6.5		88	80,763	6.5	
CONSTRUCTION	24	59,350	6.9		.	.	.		24	59,350	6.9	

NOTE: WAGE PERCENTS SHOWN FOR FIRST AND SECOND QUARTER 1990 DATA THROUGHOUT THIS REPORT INCLUDE COLA ESTIMATES WHERE APPLICABLE.

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	153	179,003	6.6	41	38,890	6.5	112	140,113	6.7
MANUFACTURING	39	17,306	5.6	18	10,275	5.8	21	7,031	5.1
FOOD, BEVERAGE	4	1,940	4.9	2	1,400	4.6	2	540	5.5
TEXTILE	2	635	4.8	.	.	.	2	635	4.8
CLOTHING	2	462	6.5	.	.	.	2	462	6.5
WOOD	2	605	3.7	.	.	.	2	605	3.7
PRINTING, PUBLISHING	1	400	5.6	.	.	.	1	400	5.6
FABRICATED METALS	4	1,081	5.2	2	571	5.3	2	510	5.1
MACHINERY	1	206	3.8	.	.	.	1	206	3.8
TRANSPORTATION EQUIPMENT	6	5,678	6.0	5	5,035	6.4	1	643	3.0
ELECTRICAL PRODUCTS	9	3,273	5.6	4	1,644	5.8	5	1,629	5.3
NON-METALLIC MINERALS	4	2,052	5.7	3	1,202	5.3	1	850	6.2
PETROLEUM, COAL	1	331	5.7	.	.	.	1	331	5.7
CHEMICALS	1	220	5.9	.	.	.	1	220	5.9
OTHER MANUFACTURING	2	423	5.4	2	423	5.4	.	.	.

(CONTINUED)

TABLE 2 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	90	102,347	6.6	23	28,615	6.7	67	73,732	6.6			
MINING, QUARRYING	3	969	7.9	1	300	11.9	2	669	6.1			
TRANSPORTATION	1	220	5.7	.	.	.	1	220	5.7			
COMMUNICATIONS	1	1,000	5.5	1	1,000	5.5	.	.	.			
ELECTRIC, GAS, WATER	3	18,410	6.7	1	17,000	6.8	2	1,410	6.5			
RETAIL TRADE	2	2,040	12.2	.	.	.	2	2,040	12.2			
FINANCE, INSURANCE CARRIERS	1	300	6.2	.	.	.	1	300	6.2			
REAL ESTATE, INSURANCE AGENCIES	1	1,000	5.9	.	.	.	1	1,000	5.9			
EDUCATION, RELATED SERVICES	51	29,757	6.3	20	10,315	6.7	31	19,442	6.0			
HEALTH, WELFARE SERVICES	4	1,360	5.9	.	.	.	4	1,360	5.9			
MANAGEMENT SERVICES	4	10,795	7.3	.	.	.	4	10,795	7.3			
ACCOMMODATION, FOOD SERVICES	4	1,720	7.3	.	.	.	4	1,720	7.3			
FEDERAL GOVERNMENT	3	2,938	4.8	.	.	.	3	2,938	4.8			
PROVINCIAL GOVERNMENT	4	28,548	6.4	.	.	.	4	28,548	6.4			
LOCAL GOVERNMENT	8	3,290	7.6	.	.	.	8	3,290	7.6			

(CONTINUED)

TABLE 2 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL	24	59,350	6.9	.	.	.	24	59,350	6.9
CONSTRUCTION	24	59,350	6.9	.	.	.	24	59,350	6.9

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
ALL INDUSTRIES	17	33,714	6.4	100	126,016	6.7	33	17,885	6.2	3	1,388	7.4				
MANUFACTURING	2	426	3.7	16	5,860	5.9	21	11,020	5.4							
FOOD, BEVERAGE	.	.	.	1	900	3.7	3	1,040	5.9	.	.	.	.	.	.	.
TEXTILE	.	.	.	2	635	4.8	.	.	.	.	.	.	.	.	.	.
CLOTHING	.	.	.	1	247	9.4	1	215	3.3	.	.	.	.	.	.	.
WOOD	.	.	.	1	250	4.9	1	355	2.9	.	.	.	.	.	.	.
PRINTING, PUBLISHING	.	.	.	1	400	5.6	.	.	.	.	.	.	.	.	.	.
FABRICATED METALS	.	.	.	2	536	5.9	2	545	4.6	.	.	.	.	.	.	.
MACHINERY	1	206	3.8	.	.	.	.	.	.	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	1	220	3.7	.	.	.	5	5,458	6.1	.	.	.	.	.	.	.
ELECTRICAL PRODUCTS	.	.	.	4	1,288	7.6	5	1,985	4.2	.	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	1	850	6.2	3	1,202	5.3	.	.	.	.	.	.	.
PETROLEUM, COAL	.	.	.	1	331	5.7	.	.	.	.	.	.	.	.	.	.
CHEMICALS	.	.	.	1	220	5.9	.	.	.	.	.	.	.	.	.	.
OTHER MANUFACTURING	.	.	.	1	203	5.5	1	220	5.3	.	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	15	33,288	6.5	60	60,806	6.6	12	6,865	7.5	3	1,388	7.4
MINING, QUARRYING	.	.	.	2	669	6.1	1	300	11.9	.	.	.
TRANSPORTATION	.	.	.	.	.	.	1	220	5.7	.	.	.
COMMUNICATIONS	.	.	.	1	1,000	5.5	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	3	18,410	6.7	.	.	.	.	.	.
RETAIL TRADE	.	.	.	.	.	.	2	2,040	12.2	.	.	.
FINANCE, INSURANCE CARRIERS	1	300	6.2	.	.	.	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	1,000	5.9	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	6	4,865	6.2	41	22,307	6.6	4	2,585	3.5	.	.	.
HEALTH, WELFARE SERVICES	1	225	5.0	3	1,135	6.1	.	.	.	.	.	.
MANAGEMENT SERVICES	.	.	.	4	10,795	7.3	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	4	1,720	7.3	.	.	.
FEDERAL GOVERNMENT	.	.	.	1	2,400	4.4	.	.	.	2	538	6.5

(CONTINUED)

TABLE 3 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
 BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION												
PROVINCIAL GOVERNMENT	3	26,248	6.4	1	2,300	6.5	.	.	.	.	.	.
LOCAL GOVERNMENT	4	1,650	7.9	3	790	6.4	.	.	.	1	850	7.9
TOTAL	.	.	.	24	59,350	6.9	.	.	.	.	.	.
CONSTRUCTION	.	.	.	24	59,350	6.9	.	.	.	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	1	220	3.7	24	29,003	6.6	16	9,667	6.1			
MANUFACTURING	1	220	3.7	4	1,933	5.9	13	8,122	5.9			
FOOD, BEVERAGE	.	.	.	1	900	3.7	1	500	6.2			
FABRICATED METALS	.	.	.	1	311	5.4	1	260	5.2			
TRANSPORTATION EQUIPMENT	1	220	3.7	.	.	.	4	4,815	6.5			
ELECTRICAL PRODUCTS	.	.	.	1	519	10.1	3	1,125	3.8			
NON-METALLIC MINERALS	.	.	.	.	.	.	3	1,202	5.3			
OTHER MANUFACTURING	.	.	.	1	203	5.5	1	220	5.3			
NON-MANUFACTURING EXCL CONSTRUCTION	.	.	.	20	27,070	6.7	3	1,545	7.3			
MINING, QUARRYING	.	.	.	.	.	.	1	300	11.9			
COMMUNICATIONS	.	.	.	1	1,000	5.5	.	.	.			
ELECTRIC, GAS, WATER	.	.	.	1	17,000	6.8	.	.	.			
EDUCATION, RELATED SERVICES	.	.	.	18	9,070	6.7	2	1,245	6.2			

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	16	33,494	6.5	76	97,013	6.7	17	8,218	6.3	3	1,388	7.4
MANUFACTURING	1	206	3.8	12	3,927	6.0	8	2,898	4.1	.	.	.
FOOD, BEVERAGE	.	.	.	.	.	.	2	540	5.5	.	.	.
TEXTILE	.	.	.	2	635	4.8	.	.	.	.	.	.
CLOTHING	.	.	.	1	247	9.4	1	215	3.3	.	.	.
WOOD	.	.	.	1	250	4.9	1	355	2.9	.	.	.
PRINTING, PUBLISHING	.	.	.	1	400	5.6	.	.	.	.	.	.
FABRICATED METALS	.	.	.	1	225	6.5	1	285	4.0	.	.	.
MACHINERY	1	206	3.8	.	.	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	1	643	3.0	.	.	.
ELECTRICAL PRODUCTS	.	.	.	3	769	6.0	2	860	4.7	.	.	.
NON-METALLIC MINERALS	.	.	.	1	850	6.2	.	.	.	.	.	.
PETROLEUM, COAL	.	.	.	1	331	5.7	.	.	.	.	.	.
CHEMICALS	.	.	.	1	220	5.9	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	15	33,288	6.5	40	33,736	6.5	9	5,320	7.5	3	1,388	7.4

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
MINING, QUARRYING	.	.	.	2	669	6.1	.	.	.	.	.	.
TRANSPORTATION	.	.	.	.	.	.	1	220	5.7	.	.	.
ELECTRIC, GAS, WATER	.	.	.	2	1,410	6.5	.	.	.	.	.	.
RETAIL TRADE	.	.	.	.	.	.	2	2,040	12.2	.	.	.
FINANCE, INSURANCE CARRIERS	1	300	6.2	.	.	.	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	1,000	5.9	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	6	4,865	6.2	23	13,237	6.5	2	1,340	1.0	.	.	.
HEALTH, WELFARE SERVICES	1	225	5.0	3	1,135	6.1	.	.	.	.	.	.
MANAGEMENT SERVICES	.	.	.	4	10,795	7.3	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	4	1,720	7.3	.	.	.
FEDERAL GOVERNMENT	.	.	.	1	2,400	4.4	.	.	.	2	538	6.5
PROVINCIAL GOVERNMENT	3	26,248	6.4	1	2,300	6.5	.	.	.	.	.	.
LOCAL GOVERNMENT	4	1,650	7.9	3	790	6.4	.	.	.	1	850	7.9

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL	.	.	.	24	59,350	6.9	.	.	.	.	.	.
CONSTRUCTION	.	.	.	24	59,350	6.9	.	.	.	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION									
TOTAL	153	179,003		41	38,890		112	140,113	
NO INCREASE	1	1,100		.	.		1	1,100	
UNDER 3.0 PERCENT	2	1,005		1	650		1	355	
3.0 - 3.9 PERCENT	5	2,184		2	1,120		3	1,064	
4.0 - 4.9 PERCENT	9	4,633		3	750		6	3,883	
5.0 - 5.9 PERCENT	36	15,029		11	4,006		25	11,023	
6.0 - 6.9 PERCENT	58	111,066		15	28,720		43	82,346	
7.0 - 7.9 PERCENT	24	32,861		5	2,100		19	30,761	
8.0 PERCENT AND OVER	18	11,125		4	1,544		14	9,581	
TOTAL	39	17,306		18	10,275		21	7,031	
MANUFACTURING									
UNDER 3.0 PERCENT	2	1,005		1	650		1	355	
3.0 - 3.9 PERCENT	5	2,184		2	1,120		3	1,064	
4.0 - 4.9 PERCENT	7	1,930		3	750		4	1,180	
5.0 - 5.9 PERCENT	15	4,523		6	1,671		9	2,852	
6.0 - 6.9 PERCENT	6	6,415		4	5,340		2	1,075	

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
MANUFACTURING						
7.0 - 7.9 PERCENT	2	483	1	225	1	258
8.0 PERCENT AND OVER	2	766	1	519	1	247
TOTAL	90	102,347	23	28,615	67	73,732
NON-MANUFACTURING EXCL CONSTRUCTION						
NO INCREASE	1	1,100	.	.	1	1,100
4.0 - 4.9 PERCENT	2	2,703	.	.	2	2,703
5.0 - 5.9 PERCENT	20	8,006	5	2,335	15	5,671
6.0 - 6.9 PERCENT	43	69,751	11	23,380	32	46,371
7.0 - 7.9 PERCENT	15	16,228	4	1,875	11	14,353
8.0 PERCENT AND OVER	9	4,559	3	1,025	6	3,534
TOTAL	24	59,350	.	.	24	59,350
CONSTRUCTION						
5.0 - 5.9 PERCENT	1	2,500	.	.	1	2,500
6.0 - 6.9 PERCENT	9	34,900	.	.	9	34,900
7.0 - 7.9 PERCENT	7	16,150	.	.	7	16,150
8.0 PERCENT AND OVER	7	5,800	.	.	7	5,800
TOTAL	75	89,344	18	7,235	57	82,109
PRIVATE SECTOR						

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
PRIVATE SECTOR									
UNDER 3.0 PERCENT	2	1,005		1	650		1	355	
3.0 - 3.9 PERCENT	5	2,184		2	1,120		3	1,064	
4.0 - 4.9 PERCENT	7	1,930		3	750		4	1,180	
5.0 - 5.9 PERCENT	18	8,201		7	2,671		11	5,530	
6.0 - 6.9 PERCENT	18	39,450		2	1,000		16	38,450	
7.0 - 7.9 PERCENT	12	27,468		1	225		11	27,243	
8.0 PERCENT AND OVER	13	9,106		2	819		11	8,287	
TOTAL	78	89,659		23	31,655		55	58,004	
PUBLIC SECTOR									
NO INCREASE	1	1,100		.	.		1	1,100	
4.0 - 4.9 PERCENT	2	2,703		.	.		2	2,703	
5.0 - 5.9 PERCENT	18	6,828		4	1,335		14	5,493	
6.0 - 6.9 PERCENT	40	71,616		13	27,720		27	43,896	
7.0 - 7.9 PERCENT	12	5,393		4	1,875		8	3,518	
8.0 PERCENT AND OVER	5	2,019		2	725		3	1,294	

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1989 TO SECOND QUARTER 1990

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
SECOND QUARTER 1989									
ALL AGREEMENTS	194	189,870	5.4	34	20,714	4.1	160	169,156	5.5
PRIVATE SECTOR	78	40,378	5.3	26	13,911	3.5	52	26,467	6.2
PUBLIC SECTOR	116	149,492	5.4	8	6,803	5.4	108	142,689	5.4
THIRD QUARTER 1989									
ALL AGREEMENTS	94	76,895	6.1	16	11,466	3.1	78	65,429	6.6
PRIVATE SECTOR	34	16,150	4.0	14	7,943	1.8	20	8,207	6.1
PUBLIC SECTOR	60	60,745	6.7	2	3,523	5.9	58	57,222	6.7
FOURTH QUARTER 1989									
ALL AGREEMENTS	114	92,329	5.9	23	15,847	4.4	91	76,482	6.2
PRIVATE SECTOR	49	27,047	5.2	17	10,969	3.7	32	16,078	6.3
PUBLIC SECTOR	65	65,282	6.1	6	4,878	5.8	59	60,404	6.1
FIRST QUARTER 1990 (r)									
ALL AGREEMENTS	92	83,460	7.1	24	14,885	6.4	68	68,575	7.3
PRIVATE SECTOR	41	19,391	5.5	13	3,546	5.9	28	15,845	5.4
PUBLIC SECTOR	51	64,069	7.6	11	11,339	6.6	40	52,730	7.9
SECOND QUARTER 1990 (p)									
ALL AGREEMENTS	153	179,003	6.6	41	38,890	6.5	112	140,113	6.7
PRIVATE SECTOR	75	89,344	6.8	18	7,235	5.5	57	82,109	6.9
PUBLIC SECTOR	78	89,659	6.4	23	31,655	6.7	55	58,004	6.3

NOTE: WAGE PERCENTS SHOWN FOR FIRST AND SECOND QUARTER 1990 DATA THROUGHOUT THIS REPORT INCLUDE COLA ESTIMATES WHERE APPLICABLE.

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	153	179,003	75	89,344	78	89,659			
1-3 MONTHS	88	110,489	50	67,401	38	43,088			
4-6 MONTHS	51	58,023	25	21,943	26	36,080			
7-9 MONTHS	3	1,114	.	.	3	1,114			
10-12 MONTHS	2	1,085	.	.	2	1,085			
13 MONTHS AND OVER	9	8,292	.	.	9	8,292			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

4.2

PRIVATE SECTOR

3.2

PUBLIC SECTOR

5.2

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	EMPLS
TOTAL	153	179,003	75	89,344	78	89,659			
DIRECT BARGAINING	63	45,797	17	16,637	46	29,160			
CONCILIATION	8	2,326	4	1,281	4	1,045			
POST CONCILIATION BARGAINING	21	8,180	18	6,677	3	1,503			
MEDIATION	45	83,626	28	53,780	17	29,846			
POST MEDIATION BARGAINING	6	24,469	3	1,169	3	23,300			
ARBITRATION	3	3,085	.	.	3	3,085			
WORK STOPPAGE	7	11,520	5	9,800	2	1,720			

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1990

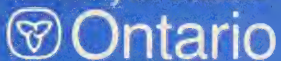
STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	153	179,003		88	110,489		51	58,023		3	1,114		2	1,085		9	8,292	
DIRECT BARGAINING	63	45,797		39	21,786		20	21,222		2	839		1	850		1	1,100	
CONCILIATION	8	2,326		1	450		6	1,573		.	.		.	.		1	303	
POST CONCILIATION BARGAINING	21	8,180		13	5,751		8	2,429		.	.		.	.		.	.
MEDIATION	45	83,626		31	73,602		9	7,010		1	275		.	.		4	2,739	
POST MEDIATION BARGAINING	6	24,469		1	350		5	24,119		
ARBITRATION	3	3,085			1	235		2	2,850	
WORK STOPPAGE	7	11,520		3	8,550		3	1,670			1	1,300	

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Ministry of Labour

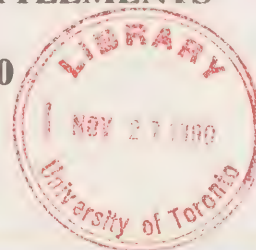


Industrial Relations Division
Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

THIRD QUARTER 1990



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the third quarter 1990.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Data derived from the estimates are revised, as necessary, as actual CPI figures become available.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Adam Redish, Research Economist, at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, Third Quarter, 1990

During the third quarter of 1990, settlements were negotiated in 111 collective agreements covering 200 or more Ontario employees. A total of 122,868 employees were affected by these settlements concentrated in the transportation equipment and construction industries, health and welfare services and the retail trade sector.

Wage Adjustments

Including COLA estimates, third quarter settlements provided increases on base wage rates averaging 6.7% per year over the terms of the agreements, up from a revised 6.5% for settlements in the second quarter of 1990. (See Chart 1 and Table 1.) The 6.7% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 6.6%. Private sector settlements without COLA averaged 6.8%. Construction industry agreements accounted for almost half of the private sector settlements and averaged 7.1%. All public sector settlements averaged 6.7%; those without COLA averaged 6.8%. (See Table 7).

Manufacturing industry settlements accounted for 22 of the 111 agreements ratified in the third quarter of 1990 and 22,224 (18%) of the employees. These agreements provided an average annual base wage increase of 6.1%. The 69 agreements covering 58,874 employees in non-manufacturing industries provided an average annual base wage increase of 6.5%. (See Table 2.)

Major settlements in the third quarter of 1990 included 14,000 workers at Ford of Canada whose average annual base wage increase including COLA was 6.4% and 27,000 retail trade employees whose average annual base wage increase was 6.6%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 6.8% per year, up from 6.6% in the second quarter of 1990. The 21 agreements with COLA provisions provided for a negotiated increase of 6.0%, down slightly from 6.1% in the second quarter.

Seventy-three percent of the third quarter settlements concluded agreements with a 2-year term, 18% with a 3-year term, and 9% of the agreements with a 1-year term. Of the 21 agreements with COLA, 9 were for a duration of 2 years, 11 were for 3 years and the remaining agreement had a 1 year term. (See Tables 3, 4 and 5.)

Seventy-nine agreements, covering 77% of the employees, provided for increases of 6.0% or more per year while 21 agreements, covering 10,243 employees, provided for increases between 5.0 and 5.9% per year. (See Table 6.)

Negotiations

The third quarter settlements were reached in an average of 6.3 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See table 8.) Twenty-five percent of the agreements, covering 33% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 4.0 months compared with an average of 8.5 months for the public sector.

Settlements were reached by the parties without outside assistance in 23% of the agreements covering 24% of the employees. (See Tables 9 and 10.). Government assistance was provided in the remaining negotiations. Eight sets of negotiations, covering 41,676 employees, involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Agreements Covering 200 or More Employees

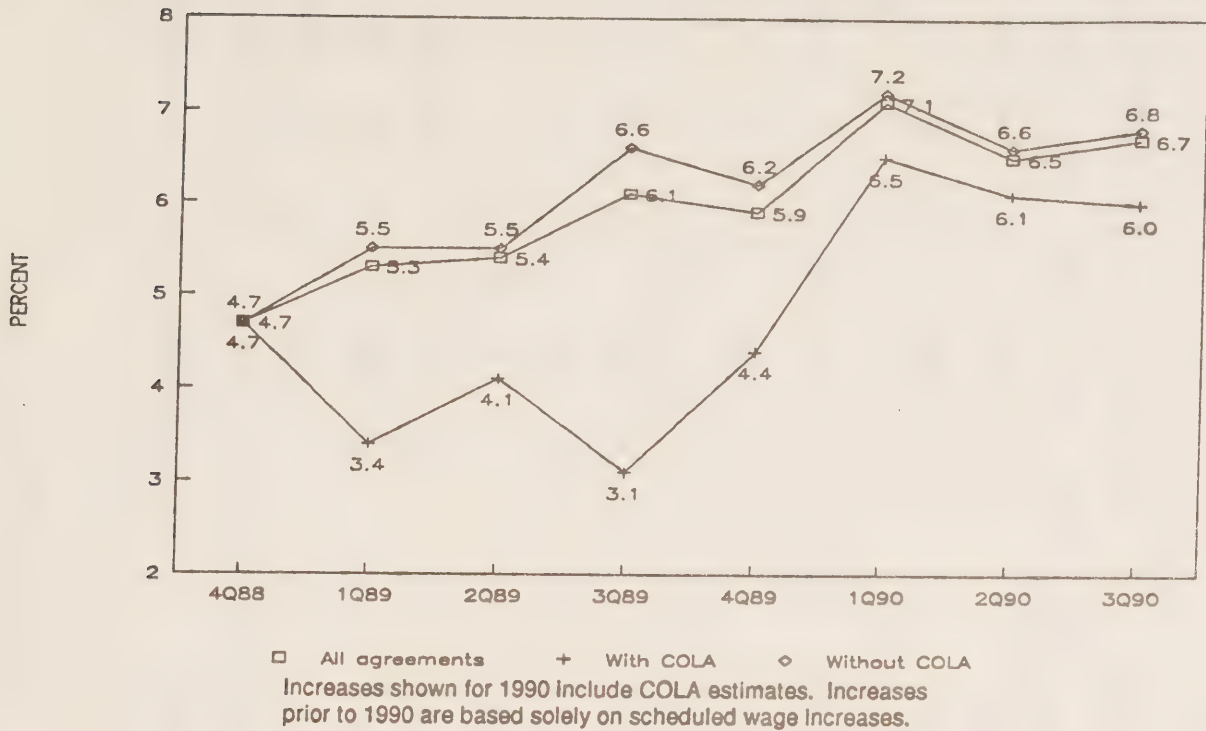


CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees

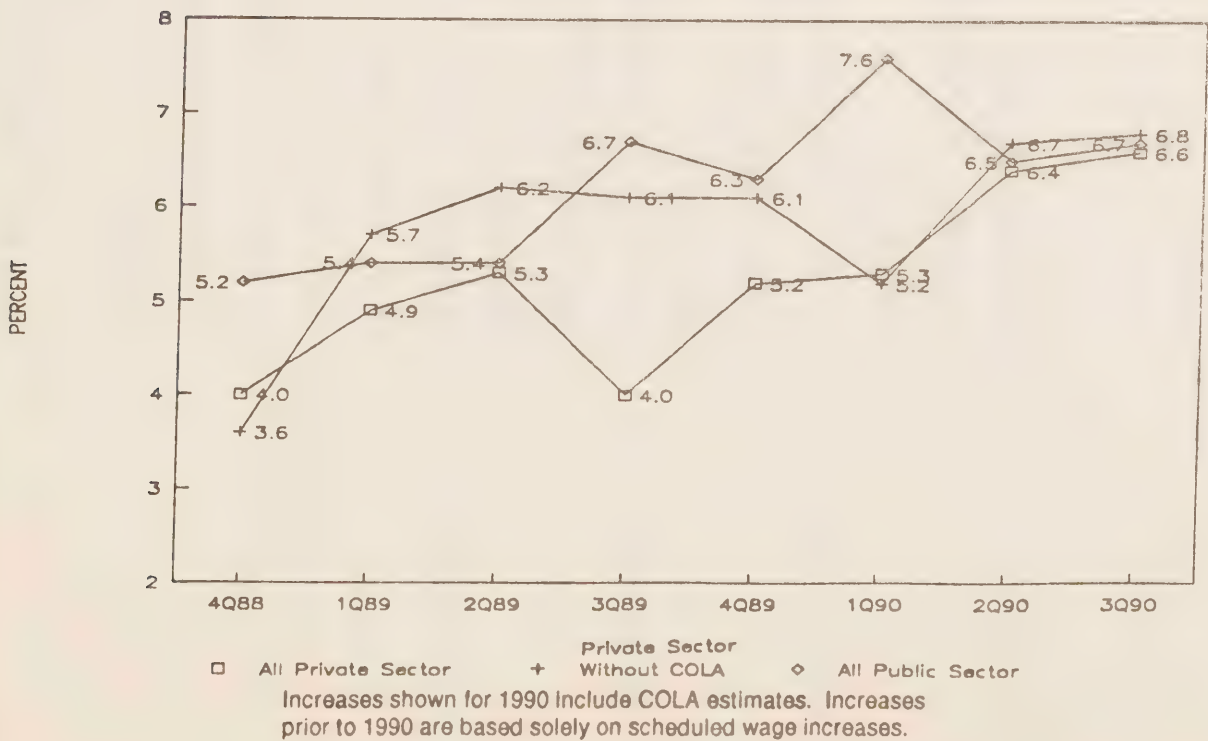


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1989 TO THIRD QUARTER 1990
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
THIRD QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	95	77,145	6.1	16	11,466	3.1	79	65,679	6.6			
ALL INDUSTRIES EXCL CONSTRUCTION	94	76,745	6.1	16	11,466	3.1	78	65,279	6.6			
CONSTRUCTION	1	400	3.4	.	.	.	1	400	3.4			
FOURTH QUARTER 1989												
ALL INDUSTRIES INCL CONSTRUCTION	114	92,195	5.9	23	15,847	4.4	91	76,348	6.2			
ALL INDUSTRIES EXCL CONSTRUCTION	113	91,845	5.9	23	15,847	4.4	90	75,998	6.2			
CONSTRUCTION	1	350	8.6	.	.	.	1	350	8.6			
FIRST QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	94	83,922	7.1	29	17,092	6.5	65	66,830	7.2			
ALL INDUSTRIES EXCL CONSTRUCTION	91	83,172	7.1	29	17,092	6.5	62	66,080	7.2			
CONSTRUCTION	3	750	8.1	.	.	.	3	750	8.1			
SECOND QUARTER 1990 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	172	206,003	6.5	48	55,889	6.1	124	150,114	6.6			
ALL INDUSTRIES EXCL CONSTRUCTION	141	137,763	6.4	48	55,889	6.1	93	81,874	6.6			
CONSTRUCTION	31	68,240	6.7	.	.	.	31	68,240	6.7			
THIRD QUARTER 1990 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	111	122,868	6.7	21	26,548	6.0	90	96,320	6.8			
ALL INDUSTRIES EXCL CONSTRUCTION	91	81,098	6.4	21	26,548	6.0	70	54,550	6.6			
CONSTRUCTION	20	41,770	7.1	.	.	.	20	41,770	7.1			

NOTE: WAGE PERCENTS SHOWN FOR ALL 1990 DATA THROUGHOUT THIS REPORT INCLUDE COLA ESTIMATES WHERE APPLICABLE.
WAGE PERCENTS FOR SETTLEMENTS PRIOR TO 1990 ARE BASED SOLELY ON SCHEDULED INCREASES AND DO NOT INCLUDE COLA ESTIMATES

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	111	122,868	6.7	21	26,548	6.0	90	96,320	6.8
MANUFACTURING	22	22,224	6.1	8	17,138	6.2	14	5,086	5.7
FOOD, BEVERAGE	2	547	5.7	.	.	.	2	547	5.7
TOBACCO PRODUCTS	1	673	6.5	.	.	.	1	673	6.5
RUBBER, PLASTICS	1	450	6.0	1	450	6.0	.	.	.
TEXTILE	2	603	6.1	.	.	.	2	603	6.1
WOOD	2	500	4.7	.	.	.	2	500	4.7
FURNITURE, FIXTURES	2	470	6.4	1	200	8.5	1	270	4.9
PAPER	1	580	5.5	.	.	.	1	580	5.5
FABRICATED METALS	2	807	5.3	.	.	.	2	807	5.3
MACHINERY	1	380	4.3	1	380	4.3	.	.	.
TRANSPORTATION EQUIPMENT	2	14,529	6.4	2	14,529	6.4	.	.	.
ELECTRICAL PRODUCTS	1	399	4.4	1	399	4.4	.	.	.
NON-METALLIC MINERALS	3	1,600	5.4	2	1,180	5.2	1	420	6.0
CHEMICALS	1	236	5.5	.	.	.	1	236	5.5

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING									
OTHER MANUFACTURING	1	450	6.3	.	.	.	1	450	6.3
TOTAL	69	58,874	6.5	13	9,410	5.7	56	49,464	6.7
NON-MANUFACTURING EXCL CONSTRUCTION									
MINING, QUARRYING	3	1,976	4.2	3	1,976	4.2	.	.	.
TRANSPORTATION	3	5,237	6.0	2	3,886	6.0	1	1,351	6.0
COMMUNICATIONS	1	270	6.4	.	.	.	1	270	6.4
WHOLESALE TRADE	1	280	6.4	.	.	.	1	280	6.4
RETAIL TRADE	6	27,218	6.6	.	.	.	6	27,218	6.6
EDUCATION, RELATED SERVICES	17	9,141	6.4	7	3,005	6.3	10	6,136	6.4
HEALTH, WELFARE SERVICES	31	11,102	7.5	.	.	.	31	11,102	7.5
RECREATIONAL SERVICES	1	400	6.7	.	.	.	1	400	6.7
MANAGEMENT SERVICES	2	1,043	6.1	1	543	5.4	1	500	6.8
ACCOMMODATION, FOOD SERVICES	1	261	5.5	.	.	.	1	261	5.5
FEDERAL GOVERNMENT	3	1,946	5.4	.	.	.	3	1,946	5.4
TOTAL	20	41,770	7.1	.	.	.	20	41,770	7.1
CONSTRUCTION	20	41,770	7.1	.	.	.	20	41,770	7.1

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	10	4,496	5.0	81	95,414	6.8	20	22,958	6.2
MANUFACTURING	1	607	5.0	9	2,822	6.1	12	18,795	6.1
FOOD, BEVERAGE	.	.	.	1	220	5.4	1	327	5.9
TOBACCO PRODUCTS	.	.	.	1	673	6.5	.	.	.
RUBBER, PLASTICS	1	450	6.0
TEXTILE	.	.	.	2	603	6.1	.	.	.
WOOD	2	500	4.7
FURNITURE, FIXTURES	.	.	.	2	470	6.4	.	.	.
PAPER	1	580	5.5
FABRICATED METALS	1	607	5.0	1	200	6.3	.	.	.
MACHINERY	1	380	4.3
TRANSPORTATION EQUIPMENT	2	14,529	6.4
ELECTRICAL PRODUCTS	1	399	4.4
NON-METALLIC MINERALS	.	.	.	1	420	6.0	2	1,180	5.2
CHEMICALS	.	.	.	1	236	5.5	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	PCT	AGMTS	EMPLS	PCT	
MANUFACTURING												
OTHER MANUFACTURING	.	.	.	.	.	.	.	.	1	450	6.3	
TOTAL	8	3,689	5.1	53	51,022	6.6	8		8	4,163	6.5	
NON-MANUFACTURING EXCL CONSTRUCTION												
MINING, QUARRYING	1	1,400	3.6	1	365	6.1	1		1	211	5.2	
TRANSPORTATION	.	.	.	2	3,886	6.0	1		1	1,351	6.0	
COMMUNICATIONS	.	.	.	1	270	6.4	.		.	.	.
WHOLESALE TRADE	.	.	.	1	280	6.4	.		.	.	.
RETAIL TRADE	.	.	.	6	27,218	6.6	.		.	.	.
EDUCATION, RELATED SERVICES	4	1,281	6.0	9	6,159	6.2	4		4	1,701	7.1	
HEALTH, WELFARE SERVICES	1	200	7.2	30	10,902	7.5	.		.	.	.
RECREATIONAL SERVICES	.	.	.	.	.	.	1		1	400	6.7	
MANAGEMENT SERVICES	.	.	.	1	543	5.4	1		1	500	6.8	
ACCOMMODATION, FOOD SERVICES	1	261	5.5	.	.	.	.		.	.	.
FEDERAL GOVERNMENT	1	547	5.7	2	1,399	5.3	.		.	.	.
TOTAL	1	200	4.5	19	41,570	7.2	.		.	.	.
CONSTRUCTION												

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	1	1,400	3.6	9	6,548	6.0	11	18,600	6.2
MANUFACTURING									
TOTAL	.	.	.	1	200	8.5	7	16,938	6.2
RUBBER, PLASTICS	.	.	.	.	.	.	1	450	6.0
FURNITURE, FIXTURES	.	.	.	1	200	8.5	.	.	.
MACHINERY	.	.	.	.	.	.	1	380	4.3
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	14,529	6.4
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	399	4.4
NON-METALLIC MINERALS	.	.	.	.	.	.	2	1,180	5.2
NON-MANUFACTURING EXCL CONSTRUCTION									
TOTAL	1	1,400	3.6	8	6,348	5.9	4	1,662	6.6
MINING, QUARRYING	1	1,400	3.6	1	365	6.1	1	211	5.2
TRANSPORTATION	.	.	.	2	3,886	6.0	.	.	.
EDUCATION, RELATED SERVICES	.	.	.	4	1,554	5.9	3	1,451	6.8
MANAGEMENT SERVICES	.	.	.	1	543	5.4	.	.	.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	9	3,096	5.7	72	88,866	6.9	9	4,358	6.1
MANUFACTURING	1	607	5.0	8	2,622	6.0	5	1,857	5.6
FOOD, BEVERAGE	.	.	.	1	220	5.4	1	327	5.9
TOBACCO PRODUCTS	.	.	.	1	673	6.5	.	.	.
TEXTILE	.	.	.	2	603	6.1	.	.	.
WOOD	.	.	.	.	.	.	2	500	4.7
FURNITURE, FIXTURES	.	.	.	1	270	4.9	.	.	.
PAPER	.	.	.	.	.	.	1	580	5.5
FABRICATED METALS	1	607	5.0	1	200	6.3	.	.	.
NON-METALLIC MINERALS	.	.	.	1	420	6.0	.	.	.
CHEMICALS	.	.	.	1	236	5.5	.	.	.
OTHER MANUFACTURING	.	.	.	.	.	.	1	450	6.3
NON-MANUFACTURING EXCL CONSTRUCTION	7	2,289	6.0	45	44,674	6.7	4	2,501	6.5
TRANSPORTATION	.	.	.	.	.	.	1	1,351	6.0
COMMUNICATIONS	.	.	.	1	270	6.4	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
WHOLESALE TRADE	.	.	.	1	280	6.4	.	.	.
RETAIL TRADE	.	.	.	6	27,218	6.6	.	.	.
EDUCATION, RELATED SERVICES	4	1,281	6.0	5	4,605	6.4	1	250	8.5
HEALTH, WELFARE SERVICES	1	200	7.2	30	10,902	7.5	.	.	.
RECREATIONAL SERVICES	.	.	.	.	.	.	1	400	6.7
MANAGEMENT SERVICES	.	.	.	.	.	.	1	500	6.8
ACCOMMODATION, FOOD SERVICES	1	261	5.5	.	.	.	.	.	.
FEDERAL GOVERNMENT	1	547	5.7	2	1,399	5.3	.	.	.
TOTAL	1	200	4.5	19	41,570	7.2	.	.	.
CONSTRUCTION	1	200	4.5	19	41,570	7.2	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION	TOTAL	111	122,868	21	26,548	90	96,320		
	UNDER 3.0 PERCENT	1	10,000	.	.	1	10,000		
	3.0 - 3.9 PERCENT	2	1,681	1	1,400	1	281		
	4.0 - 4.9 PERCENT	8	6,549	2	779	6	5,770		
	5.0 - 5.9 PERCENT	21	10,243	9	4,933	12	5,310		
	6.0 - 6.9 PERCENT	32	38,305	7	18,716	25	19,589		
	7.0 - 7.9 PERCENT	37	44,170	.	.	37	44,170		
	8.0 PERCENT AND OVER	10	11,920	2	720	8	11,200		
MANUFACTURING	TOTAL	22	22,224	8	17,138	14	5,086		
	4.0 - 4.9 PERCENT	5	1,549	2	779	3	770		
	5.0 - 5.9 PERCENT	9	4,032	3	1,709	6	2,323		
	6.0 - 6.9 PERCENT	6	16,193	2	14,450	4	1,743		
	7.0 - 7.9 PERCENT	1	250	.	.	1	250		
	8.0 PERCENT AND OVER	1	200	1	200	.	.		
	TOTAL	69	58,874	13	9,410	56	49,464		
	NON-MANUFACTURING EXCL CONSTRUCTION								

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
NON-MANUFACTURING EXCL CONSTRUCTION	1	10,000	.	.	1	10,000
	2	1,681	1	1,400	1	281
	2	4,800	.	.	2	4,800
	12	6,211	6	3,224	6	2,987
	15	11,692	5	4,266	10	7,426
	33	15,420	.	.	33	15,420
	4	9,070	1	520	3	8,550
CONSTRUCTION	20	41,770	.	.	20	41,770
	1	200	.	.	1	200
	11	10,420	.	.	11	10,420
	3	28,500	.	.	3	28,500
	5	2,650	.	.	5	2,650
	54	95,405	14	21,207	40	74,198
	1	10,000	.	.	1	10,000
PRIVATE SECTOR	1	1,400	1	1,400	.	.

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR	8	6,549	2	779	6	5,770
	13	6,229	7	4,013	6	2,216
	19	27,709	3	14,815	16	12,894
	5	32,668	.	.	5	32,668
	7	10,850	1	200	6	10,650
PUBLIC SECTOR	57	27,463	7	5,341	50	22,122
	1	281	.	.	1	281
	8	4,014	2	920	6	3,094
	13	10,596	4	3,901	9	6,695
	32	11,502	.	.	32	11,502
	3	1,070	1	520	2	550

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1989 TO THIRD QUARTER 1990
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
THIRD QUARTER 1989									
ALL AGREEMENTS	95	77,145	6.1	16	11,466	3.1	79	65,679	6.6
PRIVATE SECTOR	35	16,400	4.0	14	7,943	1.8	21	8,457	6.1
PUBLIC SECTOR	60	60,745	6.7	2	3,523	5.9	58	57,222	6.7
FOURTH QUARTER 1989									
ALL AGREEMENTS	114	92,195	5.9	23	15,847	4.4	91	76,348	6.2
PRIVATE SECTOR	48	26,697	5.2	17	10,969	3.7	31	15,728	6.3
PUBLIC SECTOR	66	65,498	6.1	6	4,878	5.8	60	60,620	6.1
FIRST QUARTER 1990									
ALL AGREEMENTS	94	83,922	7.1	29	17,092	6.5	65	66,830	7.2
PRIVATE SECTOR	42	19,676	5.3	13	3,487	6.2	29	16,189	5.2
PUBLIC SECTOR	52	64,246	7.6	16	13,605	6.6	36	50,641	7.9
SECOND QUARTER 1990 (r)									
ALL AGREEMENTS	172	206,003	6.5	48	55,889	6.1	124	150,114	6.6
PRIVATE SECTOR	86	109,709	6.4	23	21,634	5.0	63	88,075	6.7
PUBLIC SECTOR	86	96,294	6.5	25	34,255	6.7	61	62,039	6.4
THIRD QUARTER 1990 (p)									
ALL AGREEMENTS	111	122,868	6.7	21	26,548	6.0	90	96,320	6.8
PRIVATE SECTOR	54	95,405	6.6	14	21,207	6.0	40	74,198	6.8
PUBLIC SECTOR	57	27,463	6.7	7	5,341	6.3	50	22,122	6.8

NOTE: WAGE PERCENTS SHOWN FOR ALL 1990 DATA THROUGHOUT THIS REPORT INCLUDE COLA ESTIMATES WHERE APPLICABLE.
WAGE PERCENTS FOR SETTLEMENTS PRIOR TO 1990 ARE BASED SOLELY ON SCHEDULED INCREASES AND DO NOT INCLUDE COLA ESTIMATES

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	111	122,868	54	95,405	57	27,463			
1-3 MONTHS	29	40,382	20	33,994	9	6,388			
4-6 MONTHS	42	64,805	30	59,867	12	4,938			
7-9 MONTHS	9	6,569	3	1,334	6	5,235			
10-12 MONTHS	31	11,112	1	210	30	10,902			

AVERAGE DURATION OF NEGOTIATIONS MONTHS

TOTAL 6.3

PRIVATE SECTOR 4.0

PUBLIC SECTOR 8.5

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	111	122,868	54	95,405	57	27,463
DIRECT BARGAINING	26	29,962	13	20,078	13	9,884
CONCILIATION	13	8,631	9	7,450	4	1,181
POST CONCILIATION BARGAINING	8	6,959	7	6,459	1	500
MEDIATION	20	21,312	16	19,617	4	1,695
POST MEDIATION BARGAINING	3	1,480	2	1,200	1	280
ARBITRATION	33	12,848	.	.	33	12,848
WORK STOPPAGE	8	41,676	7	40,601	1	1,075

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1990

STAGE OF SETTLEMENT	TOTAL		1-3 MONTHS		4-6 MONTHS		7-9 MONTHS		10-12 MONTHS	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	111	122,868	29	40,382	42	64,805	9	6,569	31	11,112
DIRECT BARGAINING	26	29,962	15	20,342	9	6,447	2	3,173	.	.
CONCILIATION	13	8,631	4	1,361	8	6,820	1	450	.	.
POST CONCILIATION BARGAINING	8	6,959	4	1,729	4	5,230	.	.	.	.
MEDIATION	20	21,312	4	2,220	15	18,558	1	534	.	.
POST MEDIATION BARGAINING	3	1,480	.	.	2	1,200	1	280	.	.
ARBITRATION	33	12,848	.	.	1	475	2	1,471	30	10,902
WORK STOPPAGE	8	41,676	2	14,730	3	26,075	2	661	1	210

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FOURTH QUARTER 1990



Wage Developments in Collective Bargaining Settlements in Ontario, Fourth Quarter, 1990

During the fourth quarter of 1990, settlements were negotiated in 117 collective agreements covering 200 or more Ontario employees. A total of 117,788 employees were affected by these settlements concentrated in the paper, primary metals and transportation equipment industries, education and related services and the retail trade sector.

Wage Adjustments

Including COLA estimates, fourth quarter settlements provided increases on base wage rates averaging 5.9% per year over the terms of the agreements, down from a revised 6.8% for settlements in the third quarter of 1990. (See Chart 1 and Table 1.) The 5.9% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 5.8%. Private sector settlements without COLA averaged 4.8%. All public sector settlements averaged 6.2%; those without COLA averaged 6.6%. (See Table 7).

Manufacturing industry settlements accounted for 51 of the 117 agreements ratified in the fourth quarter of 1990 and 78,546 (67%) of the employees. These agreements provided an average annual base wage increase of 6.0%. The 66 agreements covering 39,242 employees in non-manufacturing industries provided an average annual base wage increase of 5.7%. (See Table 2.)

Major settlements in the fourth quarter of 1990 included 47,000 workers at Chrysler Canada and General Motors of Canada whose average annual base wage increase including COLA was 6.4% and 15,000 Steelworkers at Stelco and Algoma whose average annual base wage increase with COLA was 5.7%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 5.6% per year, down from 6.8% in the third quarter of 1990. The 36 agreements with COLA provisions provided for a negotiated increase of 6.1%, down from 6.9% in the third quarter.

Forty-four percent of the fourth quarter settlements were for a 2-year term, 42% for a 3-year term, and 14% of the agreements were for a 1-year term. Of the 36 agreements with COLA, 11 were for a duration of 2 years, 23 were for 3 years and the remaining 2 agreements had a 1 year term. (See Tables 3, 4 and 5.)

Fifty-seven agreements, covering 67% of the employees, provided for increases of 6.0% or more per year while 38 agreements, covering 22,918 employees, provided for increases between 5.0 and 5.9% per year. (See Table 6.)

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1989 TO FOURTH QUARTER 1990
SUMMARY BY INDUSTRY

		ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
		AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1989	ALL INDUSTRIES INCL CONSTRUCTION	113	91,845	5.9	23	15,847	4.4	90	75,998	6.2			
	ALL INDUSTRIES EXCL CONSTRUCTION	113	91,845	5.9	23	15,847	4.4	90	75,998	6.2			
FIRST QUARTER 1990	ALL INDUSTRIES INCL CONSTRUCTION	98	87,072	7.0	29	17,092	6.6	69	69,980	7.2			
	ALL INDUSTRIES EXCL CONSTRUCTION	95	86,322	7.0	29	17,092	6.6	66	69,230	7.2			
SECOND QUARTER 1990	CONSTRUCTION	3	750	8.1	.	.	.	3	750	8.1			
	ALL INDUSTRIES INCL CONSTRUCTION	176	199,791	6.8	52	58,742	6.7	124	141,049	6.8			
THIRD QUARTER 1990 (r)	ALL INDUSTRIES EXCL CONSTRUCTION	145	132,301	6.6	52	58,742	6.7	93	73,559	6.6			
	CONSTRUCTION	31	67,490	7.1	.	.	.	31	67,490	7.1			
FOURTH QUARTER 1990 (p)	ALL INDUSTRIES INCL CONSTRUCTION	120	127,577	6.8	22	27,140	6.9	98	100,437	6.8			
	ALL INDUSTRIES EXCL CONSTRUCTION	99	84,591	6.7	22	27,140	6.9	77	57,451	6.6			
	CONSTRUCTION	21	42,986	7.1	.	.	.	21	42,986	7.1			
	ALL INDUSTRIES INCL CONSTRUCTION	117	117,788	5.9	36	75,406	6.0	81	42,382	5.6			
	ALL INDUSTRIES EXCL CONSTRUCTION	117	117,788	5.9	36	75,406	6.0	81	42,382	5.6			

NOTE: WAGE PERCENTS SHOWN FOR ALL 1990 DATA THROUGHOUT THIS REPORT INCLUDE COLA ESTIMATES WHERE APPLICABLE.
WAGE PERCENTS FOR SETTLEMENTS PRIOR TO 1990 ARE BASED SOLELY ON SCHEDULED INCREASES AND DO NOT INCLUDE COLA ESTIMATES

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	117	117,788	5.9	36	75,406	6.0	81	42,382				5.6
MANUFACTURING	51	78,546	6.0	21	66,643	6.1	30	11,903				5.3
FOOD, BEVERAGE	4	1,519	6.5	1	200	6.5	3	1,319				6.5
LEATHER	4	1,602	5.3	.	.	.	4	1,602				5.3
TEXTILE	2	483	5.9	.	.	.	2	483				5.9
KNITTING MILLS	1	231	6.5	.	.	.	1	231				6.5
WOOD	2	511	4.9	.	.	.	2	511				4.9
PAPER	13	5,667	5.4	.	.	.	13	5,667				5.4
PRINTING, PUBLISHING	1	430	5.7	.	.	.	1	430				5.7
PRIMARY METALS	9	15,316	5.7	8	15,066	5.7	1	250				5.9
TRANSPORTATION EQUIPMENT	11	50,762	6.2	10	50,402	6.3	1	360				-2.3
ELECTRICAL PRODUCTS	1	250	4.2	.	.	.	1	250				4.2
NON-METALLIC MINERALS	1	575	3.5	1	575	3.5	.	.				.
CHEMICALS	1	400	5.5	1	400	5.5	.	.				.
OTHER MANUFACTURING	1	800	4.7	.	.	.	1	800				4.7

(CONTINUED)

TABLE 2 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
 BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	66	39,242	5.7	15	8,763	5.3	51	30,479	5.8			
MINING, QUARRYING	2	520	5.5	2	520	5.5	.	.	.			
TRANSPORTATION	4	2,994	4.6	3	1,887	4.0	1	1,107	5.7			
WHOLESALE TRADE	1	300	7.0	.	.	.	1	300	7.0			
RETAIL TRADE	8	9,172	4.0	.	.	.	8	9,172	4.0			
EDUCATION, RELATED SERVICES	30	14,489	6.6	9	4,572	7.0	21	9,917	6.4			
HEALTH, WELFARE SERVICES	14	7,371	7.1	.	.	.	14	7,371	7.1			
ACCOMMODATION, FOOD SERVICES	2	550	6.5	.	.	.	2	550	6.5			
FEDERAL GOVERNMENT	2	1,183	5.7	.	.	.	2	1,183	5.7			
LOCAL GOVERNMENT	3	2,663	3.4	1	1,784	2.1	2	879	6.0			

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	16	7,675	6.0	52	32,133	5.7	49	77,980	6.0
MANUFACTURING	2	655	3.3	9	4,071	5.7	40	73,820	6.0
FOOD, BEVERAGE	.	.	.	1	900	6.9	3	619	6.0
LEATHER	1	230	0.0	3	1,372	6.2	.	.	.
TEXTILE	.	.	.	1	219	6.2	1	264	5.6
KNITTING MILLS	.	.	.	.	.	.	1	231	6.5
WOOD	.	.	.	.	.	.	2	511	4.9
PAPER	.	.	.	.	.	.	13	5,667	5.4
PRINTING, PUBLISHING	.	.	.	1	430	5.7	.	.	.
PRIMARY METALS	.	.	.	1	250	5.9	8	15,066	5.7
TRANSPORTATION EQUIPMENT	1	425	5.0	1	650	3.3	9	49,687	6.2
ELECTRICAL PRODUCTS	.	.	.	1	250	4.2	.	.	.
NON-METALLIC MINERALS	.	.	.	.	.	.	1	575	3.5
CHEMICALS	.	.	.	.	.	.	1	400	5.5
OTHER MANUFACTURING	.	.	.	.	.	.	1	800	4.7

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	AGMTS	EMPLS	PCT	PCT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	14	7,020	6.2	43	28,062	5.7	9	4,160	4.7			
MINING, QUARRYING	.	.	.	.	.	.	2	520	5.5			
TRANSPORTATION	.	.	.	1	1,244	4.1	3	1,750	5.0			
WHOLESALE TRADE	.	.	.	1	300	7.0	.	.	.			
RETAIL TRADE	.	.	.	7	8,482	4.4	1	690	0.0			
EDUCATION, RELATED SERVICES	10	5,497	6.3	20	8,992	6.7	.	.	.			
HEALTH, WELFARE SERVICES	1	250	6.0	12	6,471	7.1	1	650	6.9			
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	2	550	6.5			
FEDERAL GOVERNMENT	1	394	4.9	1	789	6.1	.	.	.			
LOCAL GOVERNMENT	2	879	6.0	1	1,784	2.1	.	.	.			

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGTS	EMPLS	PERCENT	AGTS	EMPLS	PERCENT	AGTS	EMPLS	AGTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	2	685	5.5	11	7,990	5.2	23	66,731				6.1
MANUFACTURING	1	425	5.0	1	650	3.3	19	65,568				6.1
FOOD, BEVERAGE	.	.	.	.	.	.	1	200				6.5
PRIMARY METALS	.	.	.	.	.	.	8	15,066				5.7
TRANSPORTATION EQUIPMENT	1	425	5.0	1	650	3.3	8	49,327				6.3
NON-METALLIC MINERALS	.	.	.	.	.	.	1	575				3.5
CHEMICALS	.	.	.	.	.	.	1	400				5.5
NON-MANUFACTURING EXCL CONSTRUCTION	1	260	6.3	10	7,340	5.3	4	1,163				4.5
MINING, QUARRYING	.	.	.	.	.	.	2	520				5.5
TRANSPORTATION	.	.	.	1	1,244	4.1	2	643				3.8
EDUCATION, RELATED SERVICES	1	260	6.3	8	4,312	7.0	.	.				.
LOCAL GOVERNMENT	.	.	.	1	1,784	2.1	.	.				.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	14	6,990	6.0	41	24,143	5.8	26	11,249	5.0
MANUFACTURING	1	230	0.0	8	3,421	6.2	21	8,252	5.0
FOOD, BEVERAGE	.	.	.	1	900	6.9	2	419	5.8
LEATHER	1	230	0.0	3	1,372	6.2	.	.	.
TEXTILE	.	.	.	1	219	6.2	1	264	5.6
KNITTING MILLS	.	.	.	.	.	.	1	231	6.5
WOOD	.	.	.	.	.	.	2	511	4.9
PAPER	.	.	.	.	.	.	13	5,667	5.4
PRINTING, PUBLISHING	.	.	.	1	430	5.7	.	.	.
PRIMARY METALS	.	.	.	1	250	5.9	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	1	360	-2.3
ELECTRICAL PRODUCTS	.	.	.	1	250	4.2	.	.	.
OTHER MANUFACTURING	.	.	.	.	.	.	1	800	4.7
NON-MANUFACTURING EXCL CONSTRUCTION	13	6,760	6.2	33	20,722	5.8	5	2,997	4.8
TRANSPORTATION	.	.	.	.	.	.	1	1,107	5.7

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
WHOLESALE TRADE	.	.	.	1	300	7.0	.	.	.
RETAIL TRADE	.	.	.	7	8,482	4.4	1	690	0.0
EDUCATION, RELATED SERVICES	9	5,237	6.4	12	4,680	6.5	.	.	.
HEALTH, WELFARE SERVICES	1	250	6.0	12	6,471	7.1	1	650	6.9
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	2	550	6.5
FEDERAL GOVERNMENT	1	394	4.9	1	789	6.1	.	.	.
LOCAL GOVERNMENT	2	879	6.0	.	.	.	.	.	.

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL	117	117,788		36	75,406		81	42,382	
CONSTRUCTION									
TOTAL	117	117,788		36	75,406		81	42,382	
NO INCREASE	3	1,472		.	.		3	1,472	
DECREASE	1	360		.	.		1	360	
UNDER 3.0 PERCENT	2	2,281		1	1,784		1	497	
3.0 - 3.9 PERCENT	7	7,443		4	1,868		3	5,575	
4.0 - 4.9 PERCENT	9	4,650		3	2,144		6	2,506	
5.0 - 5.9 PERCENT	38	22,918		8	10,291		30	12,627	
6.0 - 6.9 PERCENT	36	68,541		17	57,974		19	10,567	
7.0 - 7.9 PERCENT	14	6,964		.	.		14	6,964	
8.0 PERCENT AND OVER	7	3,159		3	1,345		4	1,814	
MANUFACTURING									
TOTAL	51	78,546		21	66,643		30	11,903	
NO INCREASE	1	230		.	.		1	230	
DECREASE	1	360		.	.		1	360	
3.0 - 3.9 PERCENT	3	1,500		2	1,225		1	275	
4.0 - 4.9 PERCENT	5	2,464		1	600		4	1,864	

(CONTINUED)

TABLE 3 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	
MANUFACTURING	5.0 - 5.9 PERCENT	26	17,456	7	9,871	19	7,585
	6.0 - 6.9 PERCENT	12	55,238	9	53,888	3	1,350
	8.0 PERCENT AND OVER	3	1,298	2	1,059	1	239
	TOTAL	66	39,242	15	8,763	51	30,479
NON-MANUFACTURING EXCL CONSTRUCTION	NO INCREASE	2	1,242	.	.	2	1,242
	UNDER 3.0 PERCENT	2	2,281	1	1,784	1	497
	3.0 - 3.9 PERCENT	4	5,943	2	643	2	5,300
	4.0 - 4.9 PERCENT	4	2,186	2	1,544	2	642
	5.0 - 5.9 PERCENT	12	5,462	1	420	11	5,042
	6.0 - 6.9 PERCENT	24	13,303	8	4,086	16	9,217
	7.0 - 7.9 PERCENT	14	6,964	.	.	14	6,964
	8.0 PERCENT AND OVER	4	1,861	1	286	3	1,575
PRIVATE SECTOR	TOTAL	67	90,838	25	67,806	42	23,032
	NO INCREASE	3	1,472	.	.	3	1,472
	DECREASE	1	360	.	.	1	360
							(CONTINUED)

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
3.0 - 3.9 PERCENT	7	7,443	4	1,868	3	5,575
4.0 - 4.9 PERCENT	6	2,764	2	900	4	1,864
5.0 - 5.9 PERCENT	30	19,593	7	9,871	23	9,722
6.0 - 6.9 PERCENT	14	56,308	10	54,108	4	2,200
7.0 - 7.9 PERCENT	2	600	.	.	2	600
8.0 PERCENT AND OVER	4	2,298	2	1,059	2	1,239
TOTAL	50	26,950	11	7,600	39	19,350
PUBLIC SECTOR						
UNDER 3.0 PERCENT	2	2,281	1	1,784	1	497
4.0 - 4.9 PERCENT	3	1,886	1	1,244	2	642
5.0 - 5.9 PERCENT	8	3,325	1	420	7	2,905
6.0 - 6.9 PERCENT	22	12,233	7	3,866	15	8,367
7.0 - 7.9 PERCENT	12	6,364	.	.	12	6,364
8.0 PERCENT AND OVER	3	861	1	286	2	575

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1989 TO FOURTH QUARTER 1990
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1989									
ALL AGREEMENTS	113	91,845	5.9	23	15,847	4.4	90	75,998	6.2
PRIVATE SECTOR	47	26,347	5.2	17	10,969	3.7	30	15,378	6.2
PUBLIC SECTOR	66	65,498	6.1	6	4,878	5.8	60	60,620	6.1
FIRST QUARTER 1990									
ALL AGREEMENTS	98	87,072	7.0	29	17,092	6.6	69	69,980	7.2
PRIVATE SECTOR	43	20,006	5.3	13	3,487	6.2	30	16,519	5.2
PUBLIC SECTOR	55	67,066	7.6	16	13,605	6.7	39	53,461	7.8
SECOND QUARTER 1990									
ALL AGREEMENTS	176	199,791	6.8	52	58,742	6.7	124	141,049	6.8
PRIVATE SECTOR	88	103,440	6.7	24	20,855	5.2	64	82,585	7.1
PUBLIC SECTOR	88	96,351	6.9	28	37,887	7.6	60	58,464	6.5
THIRD QUARTER 1990 (r)									
ALL AGREEMENTS	120	127,577	6.8	22	27,140	6.9	98	100,437	6.8
PRIVATE SECTOR	55	94,335	6.6	15	21,799	6.2	40	72,536	6.8
PUBLIC SECTOR	65	33,242	7.3	7	5,341	9.7	58	27,901	6.9
FOURTH QUARTER 1990 (p)									
ALL AGREEMENTS	117	117,788	5.9	36	75,406	6.0	81	42,382	5.6
PRIVATE SECTOR	67	90,838	5.8	25	67,806	6.1	42	23,032	4.8
PUBLIC SECTOR	50	26,950	6.2	11	7,600	5.4	39	19,350	6.6

NOTE: WAGE PERCENTS SHOWN FOR ALL 1990 DATA THROUGHOUT THIS REPORT INCLUDE COLA ESTIMATES WHERE APPLICABLE.
WAGE PERCENTS FOR SETTLEMENTS PRIOR TO 1990 ARE BASED SOLELY ON SCHEDULED INCREASES AND DO NOT INCLUDE COLA ESTIMATES

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	EMPLS
TOTAL	117	117,788	67	90,838	50	26,950			
1-3 MONTHS	45	72,587	33	67,136	12	5,451			
4-6 MONTHS	36	24,245	26	19,870	10	4,375			
7-9 MONTHS	21	11,293	8	3,832	13	7,461			
10-12 MONTHS	9	7,097	.	.	9	7,097			
13 MONTHS AND OVER	6	2,566	.	.	6	2,566			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

5.3

PRIVATE SECTOR

3.9

PUBLIC SECTOR

7.2

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	117	117,788	67	90,838	50	26,950
DIRECT BARGAINING	33	16,211	15	5,711	18	10,500
CONCILIATION	8	2,480	2	714	6	1,766
POST CONCILIATION BARGAINING	15	41,571	9	38,036	6	3,535
MEDIATION	31	30,135	22	25,651	9	4,484
POST MEDIATION BARGAINING	3	1,485	1	300	2	1,185
POST FACT FINDER BARGAINING	4	2,790	.	.	4	2,790
ARBITRATION	1	394	.	.	1	394
WORK STOPPAGE	22	22,722	18	20,426	4	2,296

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1990

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS
TOTAL	117	117,788	45	72,587	36	24,245	21	11,293	9	7,097	6	2,566						
DIRECT BARGAINING	33	16,211	17	7,194	7	2,756	6	2,234	3	4,027	.	.						
CONCILIATION	8	2,480	2	860	3	854	1	250	1	200	1	316						
POST CONCILIATION BARGAINING	15	41,571	7	37,463	2	1,494	3	1,523	1	485	2	606						
MEDIATION	31	30,135	13	17,334	11	9,141	4	2,016	.	.	3	1,644						
POST MEDIATION BARGAINING	3	1,485	.	.	1	300	.	.	2	1,185	.	.						
POST FACT FINDER BARGAINING	4	2,790	2	810	.	.	2	1,980						
ARBITRATION	1	394	1	394						
WORK STOPPAGE	22	22,722	4	8,926	12	9,700	4	2,896	2	1,200	.	.						

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Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FIRST QUARTER 1991



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the first quarter of 1991.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Adam Redish, Research Economist, at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, First Quarter, 1991

During the first quarter of 1991, settlements were negotiated in 209 collective agreements covering 200 or more Ontario employees. A total of 148,382 employees were affected by these settlements concentrated in education and related services, health and welfare services and the provincial government.

Wage Adjustments

Including COLA estimates, first quarter settlements provided increases on base wage rates averaging 6.3% per year over the terms of the agreements, up from a revised 5.9% for settlements in the fourth quarter of 1990. (See Chart 1 and Table 1.) The 6.3% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 5.4%. Private sector settlements without COLA averaged 5.3%. All public sector settlements averaged 6.6%; those without COLA also averaged 6.6%. (See Table 7).

Manufacturing industry settlements accounted for 43 of the 209 agreements ratified in the first quarter of 1991 and 21,154 (14%) of the employees. These agreements provided an average annual base wage increase of 5.1%. The 165 agreements covering 126,928 employees in non-manufacturing industries provided an average annual base wage increase of 6.4%. (See Table 2.)

Major public sector settlements in the first quarter of 1990 included 44,000 provincial government employees whose average annual base wage increase was 5.8% and 35,000 employees in health and welfare services whose average annual base wage increase was 7.9%. This figure includes the agreement reached between the OHA and ONA which calls for average annual increases ranging from 0 at the start rate to 13.7% at the top rate. Step 6 of the salary grid, used for this report, provides for an average annual increase of 8%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 6.4% per year, up from 5.5% in the fourth quarter of 1990. The 43 agreements with COLA provisions provided for a negotiated increase of 5.7%, down from 6.2% in the fourth quarter.

Sixty-six percent of the first quarter settlements were agreements for a 2-year term, 21% for a 3-year term, 12% of the agreements were for a 1-year term and there was 1 agreement with a 4-year term. Of the 43 agreements with COLA, 18 were for a duration of 2 years, 23 were for 3 years and the remaining 2 agreements had a 1 year term. (See Tables 3, 4 and 5.)

One-hundred and thirty agreements, covering 36% of the employees, provided for increases of 6.0% or more per year while 59 agreements, covering 88,627 employees, provided for increases between 5.0 and 5.9% per year. (See Table 6.)

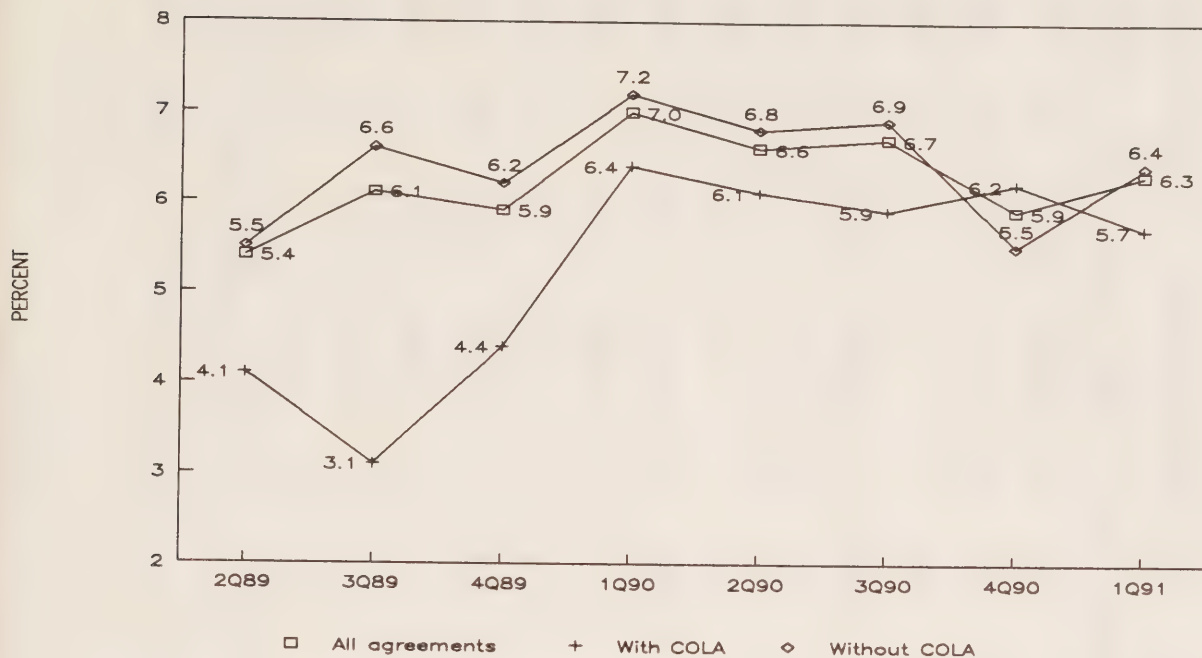
Negotiations

The first quarter settlements were reached in an average of 5.1 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See table 8.) Sixty percent of the agreements, covering 54% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.9 months compared with an average of 5.5 months for the public sector.

Settlements were reached by the parties without outside assistance in 22% of the agreements covering 32% of the employees. (See Tables 9 and 10.). Government assistance was provided in the remaining negotiations. Ten sets of negotiations, covering 6,210 employees, involved work stoppages.

CHART 1

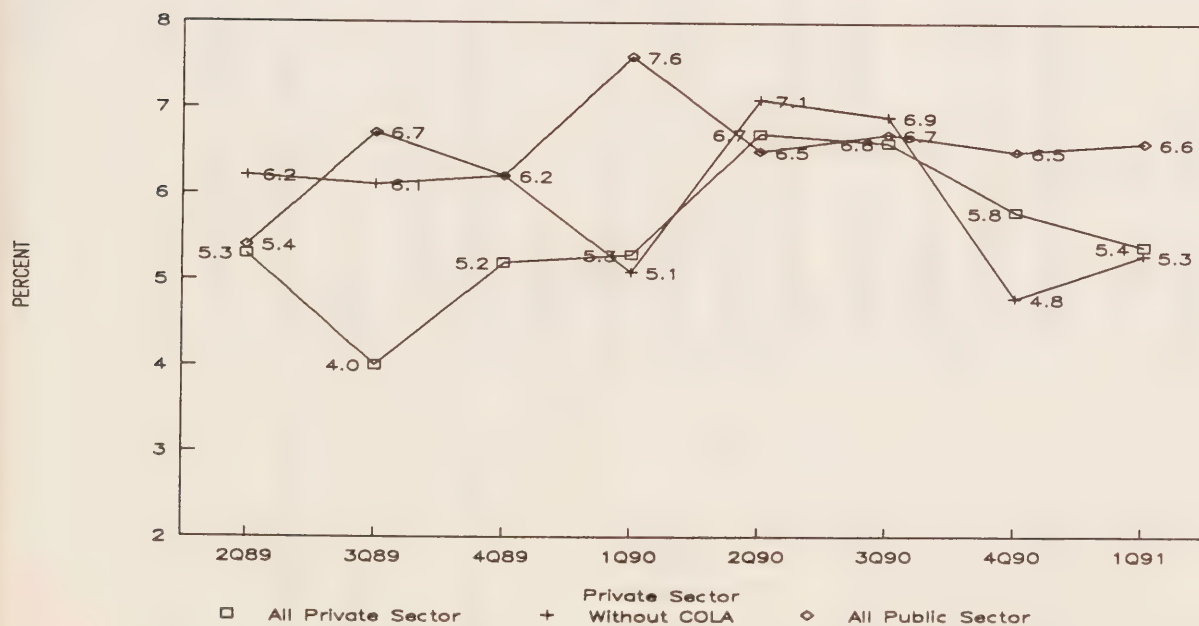
Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees



Increases shown for 1990 include COLA estimates. Increases prior to 1990 are based solely on scheduled wage increases.

CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees



Increases shown for 1990 include COLA estimates. Increases prior to 1990 are based solely on scheduled wage increases.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1990 TO FIRST QUARTER 1991
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
FIRST QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	98	87,180	7.0	29	17,092	6.4	69	70,088				7.2
ALL INDUSTRIES EXCL CONSTRUCTION	95	86,430	7.0	29	17,092	6.4	66	69,338				7.2
CONSTRUCTION	3	750	8.1	.	.	.	3	750				8.1
SECOND QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	175	202,919	6.6	52	61,930	6.1	123	140,989				6.8
ALL INDUSTRIES EXCL CONSTRUCTION	144	135,429	6.4	52	61,930	6.1	92	73,499				6.6
CONSTRUCTION	31	67,490	7.1	.	.	.	31	67,490				7.1
THIRD QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	122	127,105	6.7	23	27,436	5.9	99	99,669				6.9
ALL INDUSTRIES EXCL CONSTRUCTION	101	84,119	6.4	23	27,436	5.9	78	56,683				6.7
CONSTRUCTION	21	42,986	7.1	.	.	.	21	42,986				7.1
FOURTH QUARTER 1990 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	123	119,825	5.9	38	73,468	6.2	85	46,357				5.5
ALL INDUSTRIES EXCL CONSTRUCTION	122	119,526	5.9	38	73,468	6.2	84	46,058				5.5
CONSTRUCTION	1	299	7.1	.	.	.	1	299				7.1
FIRST QUARTER 1991 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	209	148,382	6.3	43	36,672	5.7	166	111,710				6.4
ALL INDUSTRIES EXCL CONSTRUCTION	208	148,082	6.3	43	36,672	5.7	165	111,410				6.4
CONSTRUCTION	1	300	7.9	.	.	.	1	300				7.9

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	209	148,382	6.3	43	36,672	5.7	166	111,710	6.4
MANUFACTURING	43	21,154	5.1	21	12,522	5.5	22	8,632	4.5
FOOD, BEVERAGE	8	3,319	5.1	4	1,710	5.2	4	1,609	5.0
RUBBER, PLASTICS	4	970	2.9	3	710	3.9	1	260	0.0
LEATHER	1	1,200	5.0	.	.	.	1	1,200	5.0
TEXTILE	2	450	4.0	.	.	.	2	450	4.0
CLOTHING	1	324	4.9	.	.	.	1	324	4.9
WOOD	1	290	2.3	.	.	.	1	290	2.3
PAPER	3	1,568	5.5	.	.	.	3	1,568	5.5
PRIMARY METALS	3	951	6.4	1	527	7.1	2	424	5.5
FABRICATED METALS	1	200	5.5	.	.	.	1	200	5.5
MACHINERY	1	241	3.0	.	.	.	1	241	3.0
TRANSPORTATION EQUIPMENT	7	3,153	6.3	5	2,560	6.6	2	593	5.3
ELECTRICAL PRODUCTS	7	7,025	4.8	6	6,495	5.2	1	530	0.0
NON-METALLIC MINERALS	2	640	4.2	1	320	3.5	1	320	5.0
CHEMICALS	1	200	5.8	1	200	5.8	.	.	.

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
MANUFACTURING												
OTHER MANUFACTURING	1	623	5.8	.	.	.	.	.	1	623	5.8	5.8
TOTAL	165	126,928	6.4	22	24,150	5.8	143	102,778				6.6
NON-MANUFACTURING EXCL CONSTRUCTION												
AGRICULTURE	1	250	6.7	.	.	.	.	.	1	250	6.7	6.7
FORESTRY	3	1,590	5.4	.	.	.	.	.	3	1,590	5.4	5.4
TRANSPORTATION	4	1,804	5.3	2	1,000	4.9	2	804	2	804	5.7	5.7
COMMUNICATIONS	4	14,667	5.6	3	14,392	5.6	1	275	1	275	4.6	4.6
ELECTRIC, GAS, WATER	4	2,006	5.8	3	1,306	5.9	1	700	1	700	5.5	5.5
WHOLESALE TRADE	1	230	5.6	1	230	5.6	.	.	.	.	.	.
RETAIL TRADE	4	3,160	6.8	1	1,350	5.2	3	1,810	3	1,810	7.9	7.9
EDUCATION, RELATED SERVICES	40	21,426	6.4	12	5,872	6.6	28	15,554	28	15,554	6.3	6.3
HEALTH, WELFARE SERVICES	91	35,075	7.9	.	.	.	91	35,075	91	35,075	7.9	7.9
FEDERAL GOVERNMENT	2	1,585	5.0	.	.	.	2	1,585	2	1,585	5.0	5.0
PROVINCIAL GOVERNMENT	8	44,150	5.8	.	.	.	8	44,150	8	44,150	5.8	5.8
LOCAL GOVERNMENT	3	985	5.2	.	.	.	3	985	3	985	5.2	5.2
TOTAL	1	300	7.9	.	.	.	1	300	1	300	7.9	7.9
CONSTRUCTION	1	300	7.9	.	.	.	1	300	1	300	7.9	7.9

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	26	51,437	5.9	138	60,648	7.0	44	35,922	5.5	1	375	5.6
MANUFACTURING	4	1,930	4.5	14	5,368	4.8	24	13,481	5.3	1	375	5.6
FOOD, BEVERAGE	.	.	.	2	850	6.8	6	2,469	4.5	.	.	.
RUBBER, PLASTICS	.	.	.	2	520	1.5	2	450	4.4	.	.	.
LEATHER	1	1,200	5.0	.	.	.	.	.	.	.	.	.
TEXTILE	1	250	2.5	1	200	6.0	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	1	324	4.9	.	.	.
WOOD	.	.	.	1	290	2.3	.	.	.	.	.	.
PAPER	.	.	.	.	.	.	3	1,568	5.5	.	.	.
PRIMARY METALS	1	220	6.0	.	.	.	2	731	6.5	.	.	.
FABRICATED METALS	.	.	.	1	200	5.5	.	.	.	.	.	.
MACHINERY	.	.	.	.	.	.	1	241	3.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	6	2,778	6.4	1	375	5.6
ELECTRICAL PRODUCTS	1	260	2.8	4	2,165	4.6	2	4,600	5.1	.	.	.
NON-METALLIC MINERALS	.	.	.	1	320	5.0	1	320	3.5	.	.	.
CHEMICALS	.	.	.	1	200	5.8	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
MANUFACTURING																
OTHER MANUFACTURING	.	.	.	1	623	5.8	.	.	.	.	.	.	.	.	.	.
TOTAL	22	49,507	6.0	123	54,980	7.2	20	22,441	5.7	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION																
AGRICULTURE	.	.	.	1	250	6.7	.	.	.	.	.	.	.	.	.	.
FORESTRY	.	.	.	.	.	.	3	1,590	5.4	.	.	.	.	.	.	.
TRANSPORTATION	.	.	.	1	254	5.7	3	1,550	5.2	.	.	.	.	.	.	.
COMMUNICATIONS	.	.	.	.	.	.	4	14,667	5.6	.	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	4	2,006	5.8	.	.	.	.	.	.	.	.	.	.
WHOLESALE TRADE	.	.	.	.	.	.	1	230	5.6	.	.	.	.	.	.	.
RETAIL TRADE	.	.	.	1	600	12.0	3	2,560	5.5	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	9	3,252	7.3	29	17,540	6.0	2	634	11.5	.	.	.	.	.	.	.
HEALTH, WELFARE SERVICES	4	920	10.6	86	33,930	7.8	1	225	6.7	.	.	.	.	.	.	.
FEDERAL GOVERNMENT	1	1,185	5.1	1	400	4.7	.	.	.	.	.	.	.	.	.	.
PROVINCIAL GOVERNMENT	8	44,150	5.8	.	.	.	.	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	.	.	.	.	.	.	3	985	5.2	.	.	.	.	.	.	.
TOTAL	.	.	.	1	300	7.9	.	.	.	.	.	.	.	.	.	.
CONSTRUCTION	.	.	.	1	300	7.9	.	.	.	.	.	.	.	.	.	.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	2	660	4.7	18	8,473	6.0	23	27,539	5.6			
MANUFACTURING	1	260	2.8	5	2,095	5.6	15	10,167	5.5			
FOOD, BEVERAGE	.	.	.	.	.	.	4	1,710	5.2			
RUBBER, PLASTICS	.	.	.	1	260	3.0	2	450	4.4			
PRIMARY METALS	.	.	.	.	.	.	1	527	7.1			
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	5	2,560	6.6			
ELECTRICAL PRODUCTS	1	260	2.8	3	1,635	6.1	2	4,600	5.1			
NON-METALLIC MINERALS	.	.	.	.	.	.	1	320	3.5			
CHEMICALS	.	.	.	1	200	5.8	.	.	.			
NON-MANUFACTURING EXCL CONSTRUCTION	1	400	5.9	13	6,378	6.1	8	17,372	5.7			
TRANSPORTATION	.	.	.	.	.	.	2	1,000	4.9			
COMMUNICATIONS	.	.	.	.	.	.	3	14,392	5.6			
ELECTRIC, GAS, WATER	.	.	.	3	1,306	5.9	.	.	.			
WHOLESALE TRADE	.	.	.	.	.	.	1	230	5.6			
RETAIL TRADE	.	.	.	.	.	.	1	1,350	5.2			
EDUCATION, RELATED SERVICES	1	400	5.9	10	5,072	6.1	1	400	14.1			

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL	24	50,777	5.9	120	52,175	7.1	21	8,383	5.2	1	375	5.6
FOOD, BEVERAGE	3	1,670	4.7	9	3,273	4.3	9	3,314	4.6	1	375	5.6
RUBBER, PLASTICS	.	.	.	2	850	6.8	2	759	2.9	.	.	.
LEATHER	1	1,200	5.0	1	260	0.0	.	.	.	.	.	.
TEXTILE	1	250	2.5	1	200	6.0	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	1	324	4.9	.	.	.
WOOD	.	.	.	1	290	2.3	.	.	.	.	.	.
PAPER	.	.	.	.	.	.	3	1,568	5.5	.	.	.
PRIMARY METALS	1	220	6.0	.	.	.	1	204	5.0	.	.	.
FABRICATED METALS	.	.	.	1	200	5.5	.	.	.	.	.	.
MACHINERY	.	.	.	.	.	.	1	241	3.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	1	218	4.7	1	375	5.6
ELECTRICAL PRODUCTS	.	.	.	1	530	0.0	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	1	320	5.0	.	.	.	.	.	.
OTHER MANUFACTURING	.	.	.	1	623	5.8	.	.	.	.	.	.

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
NON-MANUFACTURING EXCL CONSTRUCTION																
TOTAL	21	49,107	6.0		110	48,602	7.3		12	5,069	5.6		.	.	.	
AGRICULTURE	.	.	.		1	250	6.7		.	.	.		.	.	.
FORESTRY	.	.	.		.	.	.		3	1,590	5.4		.	.	.	
TRANSPORTATION	.	.	.		1	254	5.7		1	550	5.7		.	.	.	
COMMUNICATIONS	.	.	.		.	.	.		1	275	4.6		.	.	.	
ELECTRIC, GAS, WATER	.	.	.		1	700	5.5		.	.	.		.	.	.
RETAIL TRADE	.	.	.		1	600	12.0		2	1,210	5.9		.	.	.	
EDUCATION, RELATED SERVICES	8	2,852	7.5		19	12,468	6.0		1	234	7.0		.	.	.	
HEALTH, WELFARE SERVICES	4	920	10.6		86	33,930	7.8		1	225	6.7		.	.	.	
FEDERAL GOVERNMENT	1	1,185	5.1		1	400	4.7		.	.	.		.	.	.
PROVINCIAL GOVERNMENT	8	44,150	5.8		.	.	.		.	.	.		.	.	.
LOCAL GOVERNMENT	.	.	.		.	.	.		3	985	5.2		.	.	.	
TOTAL	.	.	.		1	300	7.9		.	.	.		.	.	.
CONSTRUCTION	.	.	.		1	300	7.9		.	.	.		.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION									
TOTAL	209	148,382		43	36,672		166	111,710	
NO INCREASE	2	790		.	.		2	790	
UNDER 3.0 PERCENT	5	1,400		2	460		3	940	
3.0 - 3.9 PERCENT	5	1,439		4	1,198		1	241	
4.0 - 4.9 PERCENT	8	2,633		2	806		6	1,827	
5.0 - 5.9 PERCENT	59	88,627		22	26,318		37	62,309	
6.0 - 6.9 PERCENT	26	13,247		5	2,885		21	10,362	
7.0 - 7.9 PERCENT	27	11,053		6	4,155		21	6,898	
8.0 PERCENT AND OVER	77	29,193		2	850		75	28,343	
TOTAL	43	21,154		21	12,522		22	8,632	
MANUFACTURING									
NO INCREASE	2	790		.	.		2	790	
UNDER 3.0 PERCENT	5	1,400		2	460		3	940	
3.0 - 3.9 PERCENT	4	1,039		3	798		1	241	
4.0 - 4.9 PERCENT	2	542		.	.		2	542	
5.0 - 5.9 PERCENT	21	13,344		11	8,495		10	4,849	
6.0 - 6.9 PERCENT	4	1,620		1	650		3	970	

(CONTINUED)

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY SIZE OF INCREASE**

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
MANUFACTURING	7.0 - 7.9 PERCENT	4	1,969	3	1,669		1	300	
	8.0 PERCENT AND OVER	1	450	1	450		.	.	
	TOTAL	165	126,928	22	24,150		143	102,778	
	3.0 - 3.9 PERCENT	1	400	1	400		.	.	
NON-MANUFACTURING EXCL CONSTRUCTION	4.0 - 4.9 PERCENT	6	2,091	2	806		4	1,285	
	5.0 - 5.9 PERCENT	38	75,283	11	17,823		27	57,460	
	6.0 - 6.9 PERCENT	22	11,627	4	2,235		18	9,392	
	7.0 - 7.9 PERCENT	22	8,784	3	2,486		19	6,298	
	8.0 PERCENT AND OVER	76	28,743	1	400		75	28,343	
	TOTAL	1	300	.	.		1	300	
	7.0 - 7.9 PERCENT	1	300	.	.		1	300	
	TOTAL	57	40,940	26	27,358		31	13,582	
PRIVATE SECTOR	NO INCREASE	2	790	.	.		2	790	
	UNDER 3.0 PERCENT	5	1,400	2	460		3	940	
	3.0 - 3.9 PERCENT	5	1,439	4	1,198		1	241	
	4.0 - 4.9 PERCENT	3	752	.	.		3	752	

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
5.0 - 5.9 PERCENT	30	30,620	15	22,931	15	7,689
6.0 - 6.9 PERCENT	5	2,620	1	650	4	1,970
7.0 - 7.9 PERCENT	5	2,269	3	1,669	2	600
8.0 PERCENT AND OVER	2	1,050	1	450	1	600
TOTAL	152	107,442	17	9,314	135	98,128
PUBLIC SECTOR						
4.0 - 4.9 PERCENT	5	1,881	2	806	3	1,075
5.0 - 5.9 PERCENT	29	58,007	7	3,387	22	54,620
6.0 - 6.9 PERCENT	21	10,627	4	2,235	17	8,392
7.0 - 7.9 PERCENT	22	8,784	3	2,486	19	6,298
8.0 PERCENT AND OVER	75	28,143	1	400	74	27,743

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1990 TO FIRST QUARTER 1991
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1990									
ALL AGREEMENTS	98	87,180	7.0	29	17,092	6.4	69	70,088	7.2
PRIVATE SECTOR	43	21,116	5.3	13	3,487	5.9	30	17,629	5.1
PUBLIC SECTOR	55	66,064	7.6	16	13,605	6.6	39	52,459	7.8
SECOND QUARTER 1990									
ALL AGREEMENTS	175	202,919	6.6	52	61,930	6.1	123	140,989	6.8
PRIVATE SECTOR	87	103,380	6.7	24	20,855	5.2	63	82,525	7.1
PUBLIC SECTOR	88	99,539	6.5	28	41,075	6.6	60	58,464	6.5
THIRD QUARTER 1990									
ALL AGREEMENTS	122	127,105	6.7	23	27,436	5.9	99	99,669	6.9
PRIVATE SECTOR	55	93,034	6.6	15	21,799	5.9	40	71,235	6.9
PUBLIC SECTOR	67	34,071	6.7	8	5,637	6.1	59	28,434	6.9
FOURTH QUARTER 1990 (r)									
ALL AGREEMENTS	123	119,825	5.9	38	73,468	6.2	85	46,357	5.5
PRIVATE SECTOR	68	91,277	5.8	26	65,592	6.2	42	25,685	4.8
PUBLIC SECTOR	55	28,548	6.5	12	7,876	6.6	43	20,672	6.4
FIRST QUARTER 1991 (p)									
ALL AGREEMENTS	209	148,382	6.3	43	36,672	5.7	166	111,710	6.4
PRIVATE SECTOR	57	40,940	5.4	26	27,358	5.4	31	13,582	5.3
PUBLIC SECTOR	152	107,442	6.6	17	9,314	6.6	135	98,128	6.6

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	209	148,382	57	40,940	152	107,442			
1-3 MONTHS	124	80,433	33	17,197	91	63,236			
4-6 MONTHS	31	39,379	17	20,885	14	18,494			
7-9 MONTHS	18	12,541	4	1,883	14	10,658			
10-12 MONTHS	20	10,396	2	600	18	9,796			
13 MONTHS AND OVER	16	5,633	1	375	15	5,258			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

5.1

PRIVATE SECTOR

3.9

PUBLIC SECTOR

5.5

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	209	148,382	57	40,940	152	107,442
DIRECT BARGAINING	46	47,507	19	20,980	27	26,527
CONCILIATION	13	5,359	8	3,724	5	1,635
POST CONCILIATION BARGAINING	19	11,355	9	7,761	10	3,594
MEDIATION	103	69,125	16	7,017	87	62,108
POST MEDIATION BARGAINING	1	210	.	.	1	210
POST FACT FINDER BARGAINING	4	2,109	.	.	4	2,109
ARBITRATION	13	6,507	.	.	13	6,507
WORK STOPPAGE	10	6,210	5	1,458	5	4,752

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1991

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS
TOTAL	209	148,382	124	80,433	31	39,379	18	12,541	20	10,396	16	5,633						
DIRECT BARGAINING	46	47,507	26	19,783	12	20,812	6	5,387	2	1,525	.	.						
CONCILIATION	13	5,359	5	1,474	4	2,610	2	610	2	665	.	.						
POST CONCILIATION BARGAINING	19	11,355	7	6,823	1	200	2	1,413	3	820	6	2,099						
MEDIATION	103	69,125	80	48,458	11	14,427	5	1,260	7	4,980	.	.						
POST MEDIATION BARGAINING	1	210	.	.	.	.	.	.	1	210	.	.						
POST FACT FINDER BARGAINING	4	2,109	.	.	.	.	1	347	3	1,762	.	.						
ARBITRATION	13	6,507	4	3,427	.	.	.	.	.	.	.	.
WORK STOPPAGE	10	6,210	2	468	3	1,330	2	3,524	2	434	1	454						

Industrial Relations Division
Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

SECOND QUARTER 1991



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the second quarter of 1991.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Adam Redish, Research Economist, at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, Second Quarter, 1991

During the second quarter of 1991, settlements were negotiated in 111 collective agreements covering 200 or more Ontario employees. A total of 89,786 employees were affected by these settlements concentrated in education and related services, local and provincial government and retail trade.

Wage Adjustments

Including COLA estimates, second quarter settlements provided increases on base wage rates averaging 5.1% per year over the terms of the agreements, down from a revised 6.2% for settlements in the first quarter of 1991. (See Chart 1 and Table 1.) The 5.1% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 4.3%. Private sector settlements without COLA averaged 3.4%. All public sector settlements averaged 5.5%; those without COLA also averaged 5.5%. (See Table 7).

Manufacturing industry settlements accounted for 34 of the 111 agreements ratified in the second quarter of 1991 and 14,912 (17%) of the employees. These agreements provided an average annual base wage increase of 4.6%. The 70 agreements covering 70,914 employees in non-manufacturing industries provided an average annual base wage increase of 6.4%. Seven construction agreements, covering 3,960 employees, provided an average annual base wage increase of 0.1%. (See Table 2.)

Major settlements in the second quarter of 1991 included 12,683 provincial government employees whose average annual base wage increase was 5.7%; 25,506 local government employees whose average annual base rate increase was 5.1% and 10,464 employees in the education and related services sector whose average annual base wage increase was 5.8%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 5.0% per year, down from 6.4% in the first quarter of 1991. The 21 agreements with COLA provisions provided for a negotiated increase of 5.5%, down from 5.6% in the first quarter.

Fifty percent of the second quarter settlements were agreements for a 2-year term, 32% for a 3-year term and 19 agreements (17%) were for a 1-year term. Of the 21 agreements with COLA, 9 were for a duration of 2 years and 12 were for a duration of 3 years. (See Tables 3, 4 and 5.)

Twenty-six agreements, covering 21% of the employees, provided for increases of 6.0% or more per year while 44 agreements, covering 35,723 employees, provided for increases between 5.0% and 5.9% per year. (See Table 6.)

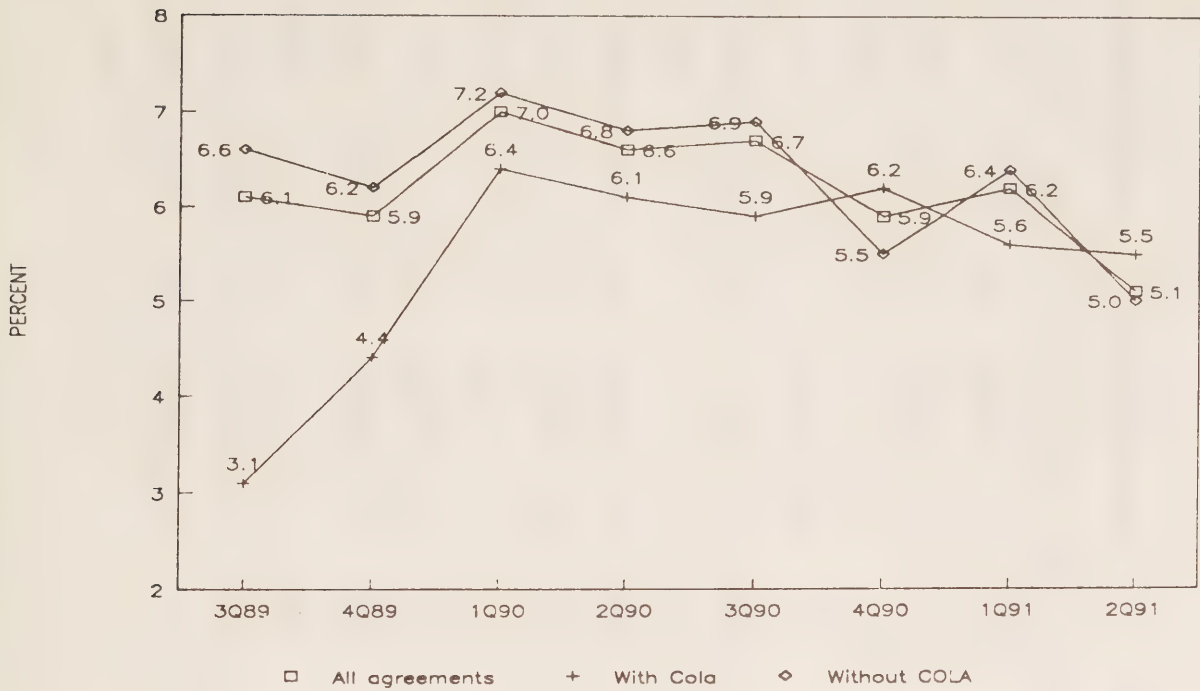
Negotiations

The second quarter settlements were reached in an average of 4.6 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See table 8.) Forty-seven percent of the agreements, covering 38% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 4.1 months compared with an average of 5.0 months for the public sector.

Settlements were reached by the parties without outside assistance in 33% of the agreements covering 29% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Seven sets of negotiations, covering 4,210 employees, involved work stoppages.

CHART 1

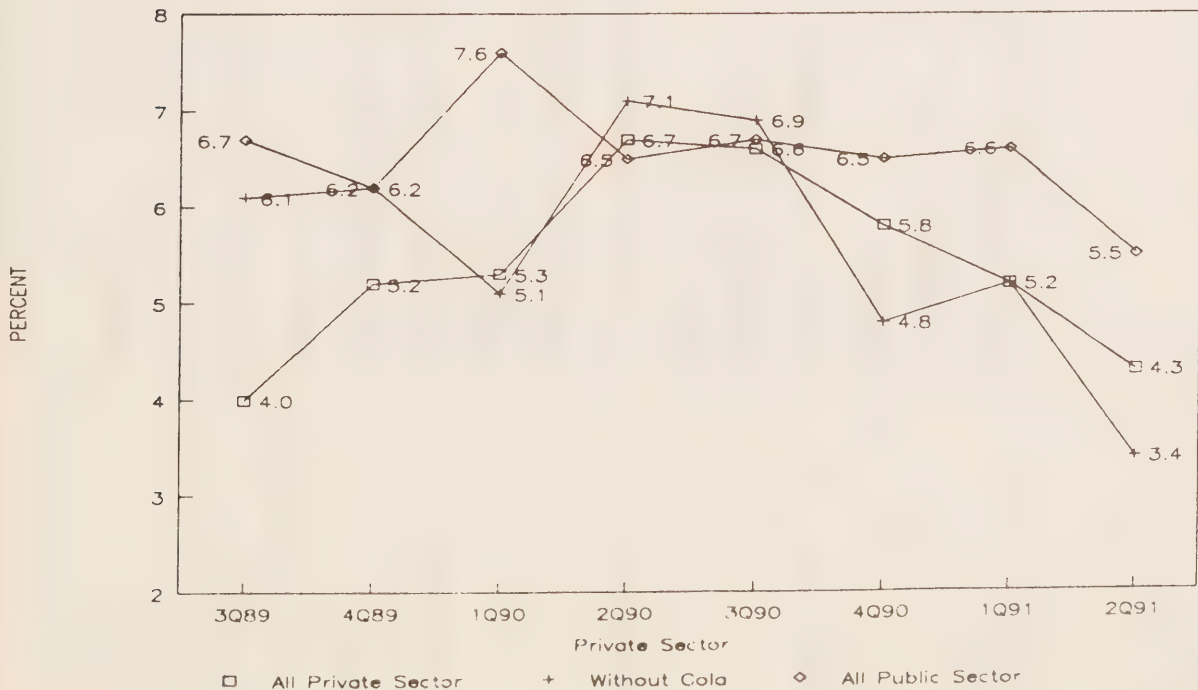
Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees



Increases shown for 1990 include COLA estimates. Increases prior to 1990 are based solely on scheduled wage increases.

CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements covering 200 or More Employees



Increases shown for 1990 include COLA estimates. Increases prior to 1990 are based solely on scheduled wage increases.

TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1990 TO SECOND QUARTER 1991
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
SECOND QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	175	202,919	6.6	52	61,930	6.1	123	140,989	6.8			
ALL INDUSTRIES EXCL CONSTRUCTION	144	135,429	6.4	52	61,930	6.1	92	73,499	6.6			
CONSTRUCTION	31	67,490	7.1	.	.	.	31	67,490	7.1			
THIRD QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	122	127,062	6.7	23	27,436	5.9	99	99,626	6.9			
ALL INDUSTRIES EXCL CONSTRUCTION	101	84,076	6.4	23	27,436	5.9	78	56,640	6.7			
CONSTRUCTION	21	42,986	7.1	.	.	.	21	42,986	7.1			
FOURTH QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	124	120,037	5.9	39	73,691	6.2	85	46,346	5.5			
ALL INDUSTRIES EXCL CONSTRUCTION	123	119,738	5.9	39	73,691	6.2	84	46,047	5.5			
CONSTRUCTION	1	299	7.1	.	.	.	1	299	7.1			
FIRST QUARTER 1991 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	218	151,972	6.2	49	39,186	5.6	169	112,786	6.4			
ALL INDUSTRIES EXCL CONSTRUCTION	217	151,672	6.2	49	39,186	5.6	168	112,486	6.4			
CONSTRUCTION	1	300	5.0	.	.	.	1	300	5.0			
SECOND QUARTER 1991 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	111	89,786	5.1	21	15,185	5.5	90	74,601	5.0			
ALL INDUSTRIES EXCL CONSTRUCTION	104	85,826	5.4	21	15,185	5.5	83	70,641	5.3			
CONSTRUCTION	7	3,960	0.1	.	.	.	7	3,960	0.1			

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	111	89,786	5.1	21	15,185	5.5	90	74,601	5.0
MANUFACTURING	34	14,912	4.6	11	5,297	4.7	23	9,615	4.5
TOTAL	9	4,435	4.5	2	450	5.4	7	3,985	4.4
FOOD, BEVERAGE	2	731	4.0	1	327	4.9	1	404	3.3
RUBBER, PLASTICS	1	270	4.7	.	.	.	1	270	4.7
LEATHER	1	360	3.4	1	360	3.4	.	.	.
WOOD	8	3,135	5.4	.	.	.	8	3,135	5.4
PAPER	1	210	0.0	.	.	.	1	210	0.0
PRINTING, PUBLISHING	3	1,346	4.1	3	1,346	4.1	.	.	.
PRIMARY METALS	2	1,314	5.0	1	1,104	5.0	1	210	5.0
MACHINERY	2	1,554	6.1	1	1,200	5.9	1	354	6.7
TRANSPORTATION EQUIPMENT	1	270	4.3	1	270	4.3	.	.	.
ELECTRICAL PRODUCTS	2	525	3.2	1	240	2.4	1	285	3.8
NON-METALLIC MINERALS	2	762	2.0	.	.	.	2	762	2.0
CHEMICALS	70	70,914	5.5	10	9,888	6.0	60	61,026	5.4
TOTAL	1	250	5.4	.	.	.	1	250	5.4
FORESTRY									
NON-MANUFACTURING EXCL CONSTRUCTION									

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
MINING, QUARRYING	1	6,132	6.4	1	6,132	6.4	.	.	.	.	.	.
COMMUNICATIONS	3	920	4.4	1	220	5.3	2	700	4.1			
ELECTRIC, GAS, WATER	1	269	4.9	1	269	4.9	.	.	.	.	.	.
WHOLESALE TRADE	1	800	3.1	.	.	.	1	800	3.1			
RETAIL TRADE	2	7,000	5.3	.	.	.	2	7,000	5.3			
FINANCE, INSURANCE CARRIERS	1	373	2.3	.	.	.	1	373	2.3			
REAL ESTATE, INSURANCE AGENCIES	1	733	5.8	.	.	.	1	733	5.8			
EDUCATION, RELATED SERVICES	19	10,464	5.8	7	3,267	5.3	12	7,197	6.0			
HEALTH, WELFARE SERVICES	12	3,526	7.7	.	.	.	12	3,526	7.7			
MANAGEMENT SERVICES	2	848	5.3	.	.	.	2	848	5.3			
PERSONAL SERVICES	1	810	5.0	.	.	.	1	810	5.0			
ACCOMMODATION, FOOD SERVICES	2	600	2.4	.	.	.	2	600	2.4			
PROVINCIAL GOVERNMENT	3	12,683	5.7	.	.	.	3	12,683	5.7			
LOCAL GOVERNMENT	20	25,506	5.1	.	.	.	20	25,506	5.1			
TOTAL	7	3,960	0.1	.	.	.	7	3,960	0.1			
CONSTRUCTION	7	3,960	0.1	.	.	.	7	3,960	0.1			

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	19	20,552	4.9	56	48,405	5.1	36	20,829	5.3
MANUFACTURING	1	210	0.0	11	5,521	4.2	22	9,181	4.9
FOOD, BEVERAGE	.	.	.	5	2,920	4.6	4	1,515	4.5
RUBBER, PLASTICS	.	.	.	.	.	.	2	731	4.0
LEATHER	.	.	.	.	.	.	1	270	4.7
WOOD	.	.	.	.	.	.	1	360	3.4
PAPER	.	.	.	.	.	.	8	3,135	5.4
PRINTING, PUBLISHING	1	210	0.0	.	.	.	.	.	.
PRIMARY METALS	.	.	.	.	.	.	3	1,346	4.1
MACHINERY	.	.	.	2	1,314	5.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	1,554	6.1
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	270	4.3
NON-METALLIC MINERALS	.	.	.	2	525	3.2	.	.	.
CHEMICALS	.	.	.	2	762	2.0	.	.	.
TOTAL	13	17,432	5.7	43	41,834	5.4	14	11,648	5.7
NON-MANUFACTURING EXCL CONSTRUCTION	.	.	.	.	.	.	1	250	5.4

(CONTINUED)

TABLE 3 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
 BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION									
MINING, QUARRYING	.	.	.	.	.	.	1	6,132	6.4
COMMUNICATIONS	.	.	.	.	.	.	3	920	4.4
ELECTRIC, GAS, WATER	.	.	.	1	269	4.9	.	.	.
WHOLESALE TRADE	.	.	.	1	800	3.1	.	.	.
RETAIL TRADE	.	.	.	1	6,000	5.4	1	1,000	5.0
FINANCE, INSURANCE CARRIERS	1	373	2.3	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	733	5.8	.	.	.
EDUCATION, RELATED SERVICES	.	.	.	15	9,002	5.9	4	1,462	5.4
HEALTH, WELFARE SERVICES	.	.	.	11	3,286	7.9	1	240	5.0
MANAGEMENT SERVICES	.	.	.	1	414	5.4	1	434	5.3
PERSONAL SERVICES	.	.	.	.	.	.	1	810	5.0
ACCOMMODATION, FOOD SERVICES	.	.	.	1	200	1.3	1	400	3.0
PROVINCIAL GOVERNMENT	3	12,683	5.7	.	.	.	.	.	.
LOCAL GOVERNMENT	9	4,376	6.1	11	21,130	4.9	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
CONSTRUCTION									
TOTAL	5	2,910	0.0	2	1,050	0.4	.	.	.
CONSTRUCTION	5	2,910	0.0	2	1,050	0.4	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	9	4,080	5.0	12	11,105	5.7
MANUFACTURING	3	1,544	4.7	8	3,753	4.8
TOTAL						
FOOD, BEVERAGE	1	200	5.3	1	250	5.5
RUBBER, PLASTICS	.	.	.	1	327	4.9
WOOD	.	.	.	1	360	3.4
PRIMARY METALS	.	.	.	3	1,346	4.1
MACHINERY	1	1,104	5.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	1	1,200	5.9
ELECTRICAL PRODUCTS	.	.	.	1	270	4.3
NON-METALLIC MINERALS	1	240	2.4	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	6	2,536	5.2	4	7,352	6.2
MINING, QUARRYING	.	.	.	1	6,132	6.4
COMMUNICATIONS	.	.	.	1	220	5.3
ELECTRIC, GAS, WATER	1	269	4.9	.	.	.
EDUCATION, RELATED SERVICES	5	2,267	5.3	2	1,000	5.4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	
ALL INDUSTRIES	19	20,552	4.9	4.9	4.7	44,325	5.1	24	9,724	4.9
MANUFACTURING	1	210	0.0		8	3,977	4.0	14	5,428	5.0
FOOD, BEVERAGE	.	.	.		4	2,720	4.5	3	1,265	4.3
RUBBER, PLASTICS	.	.	.	.	.	.	.	1	404	3.3
LEATHER	.	.	.	.	.	.	.	1	270	4.7
PAPER	.	.	.	.	.	.	.	8	3,135	5.4
PRINTING, PUBLISHING	1	210	0.0	.	.	.	.	.	.	.
MACHINERY	.	.	.	.	1	210	5.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	.	1	354	6.7
NON-METALLIC MINERALS	.	.	.	.	1	285	3.8	.	.	.
CHEMICALS	.	.	.	.	2	762	2.0	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	13	17,432	5.7	37	39,298	5.4	10	4,296	4.7	
FORESTRY	.	.	.	.	.	.	.	1	250	5.4
COMMUNICATIONS	.	.	.	.	.	.	.	2	700	4.1
WHOLESALE TRADE	.	.	.	.	1	800	3.1	.	.	.
RETAIL TRADE	.	.	.	.	1	6,000	5.4	1	1,000	5.0

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
FINANCE, INSURANCE CARRIERS	1	373	2.3	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	733	5.8	.	.	.
EDUCATION, RELATED SERVICES	.	.	.	10	6,735	6.1	2	462	5.3
HEALTH, WELFARE SERVICES	.	.	.	11	3,286	7.9	1	240	5.0
MANAGEMENT SERVICES	.	.	.	1	414	5.4	1	434	5.3
PERSONAL SERVICES	.	.	.	.	.	.	1	810	5.0
ACCOMMODATION, FOOD SERVICES	.	.	.	1	200	1.3	1	400	3.0
PROVINCIAL GOVERNMENT	3	12,683	5.7	.	.	.	.	.	.
LOCAL GOVERNMENT	9	4,376	6.1	11	21,130	4.9	.	.	.
TOTAL	5	2,910	0.0	2	1,050	0.4	.	.	.
CONSTRUCTION	5	2,910	0.0	2	1,050	0.4	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION									
TOTAL	111	89,786		21	15,185		90	74,601	
NO INCREASE	7	3,620		.	.		7	3,620	
UNDER 3.0 PERCENT	8	3,227		1	240		7	2,987	
3.0 - 3.9 PERCENT	8	3,539		2	1,160		6	2,379	
4.0 - 4.9 PERCENT	18	24,405		5	1,968		13	22,437	
5.0 - 5.9 PERCENT	44	35,723		11	5,441		33	30,282	
6.0 - 6.9 PERCENT	15	15,866		2	6,376		13	9,490	
7.0 - 7.9 PERCENT	9	2,916		.	.		9	2,916	
8.0 PERCENT AND OVER	2	490		.	.		2	490	
MANUFACTURING									
TOTAL	34	14,912		11	5,297		23	9,615	
NO INCREASE	2	710		.	.		2	710	
UNDER 3.0 PERCENT	3	1,204		1	240		2	964	
3.0 - 3.9 PERCENT	5	2,109		2	1,160		3	949	
4.0 - 4.9 PERCENT	6	2,531		3	899		3	1,632	
5.0 - 5.9 PERCENT	14	6,530		4	2,754		10	3,776	
6.0 - 6.9 PERCENT	4	1,828		1	244		3	1,584	

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
NON-MANUFACTURING EXCL CONSTRUCTION									
TOTAL	70	70,914		10	9,888		60	61,026	
UNDER 3.0 PERCENT	3	973		.	.		3	973	
3.0 - 3.9 PERCENT	3	1,430		.	.		3	1,430	
4.0 - 4.9 PERCENT	12	21,874		2	1,069		10	20,805	
5.0 - 5.9 PERCENT	30	29,193		7	2,687		23	26,506	
6.0 - 6.9 PERCENT	11	14,038		1	6,132		10	7,906	
7.0 - 7.9 PERCENT	9	2,916		.	.		9	2,916	
8.0 PERCENT AND OVER	2	490		.	.		2	490	
CONSTRUCTION									
TOTAL	7	3,960		.	.		7	3,960	
NO INCREASE	5	2,910		.	.		5	2,910	
UNDER 3.0 PERCENT	2	1,050		.	.		2	1,050	
PRIVATE SECTOR									
TOTAL	52	29,595		13	11,649		39	17,946	
NO INCREASE	7	3,620		.	.		7	3,620	
UNDER 3.0 PERCENT	7	3,027		1	240		6	2,787	
3.0 - 3.9 PERCENT	7	3,309		2	1,160		5	2,149	
4.0 - 4.9 PERCENT	6	2,531		3	899		3	1,632	

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
5.0 - 5.9 PERCENT	20	9,148	5	2,974	15	6,174
6.0 - 6.9 PERCENT	5	7,960	2	6,376	3	1,584
TOTAL	59	60,191	8	3,536	51	56,655
PUBLIC SECTOR						
UNDER 3.0 PERCENT	1	200	.	.	1	200
3.0 - 3.9 PERCENT	1	230	.	.	1	230
4.0 - 4.9 PERCENT	12	21,874	2	1,069	10	20,805
5.0 - 5.9 PERCENT	24	26,575	6	2,467	18	24,108
6.0 - 6.9 PERCENT	10	7,906	.	.	10	7,906
7.0 - 7.9 PERCENT	9	2,916	.	.	9	2,916
8.0 PERCENT AND OVER	2	490	.	.	2	490

TABLE 7
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1990 TO SECOND QUARTER 1991
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
SECOND QUARTER 1990									
ALL AGREEMENTS	175	202,919	6.6	52	61,930	6.1	123	140,989	6.8
PRIVATE SECTOR	87	103,380	6.7	24	20,855	5.2	63	82,525	7.1
PUBLIC SECTOR	88	99,539	6.5	28	41,075	6.6	60	58,464	6.5
THIRD QUARTER 1990									
ALL AGREEMENTS	122	127,062	6.7	23	27,436	5.9	99	99,626	6.9
PRIVATE SECTOR	55	93,034	6.6	15	21,799	5.9	40	71,235	6.9
PUBLIC SECTOR	67	34,028	6.7	8	5,637	6.1	59	28,391	6.9
FOURTH QUARTER 1990									
ALL AGREEMENTS	124	120,037	5.9	39	73,691	6.2	85	46,346	5.5
PRIVATE SECTOR	68	91,235	5.8	26	65,592	6.1	42	25,643	4.8
PUBLIC SECTOR	56	28,802	6.5	13	8,099	6.5	43	20,703	6.5
FIRST QUARTER 1991 (r)									
ALL AGREEMENTS	218	151,972	6.2	49	39,186	5.6	169	112,786	6.4
PRIVATE SECTOR	62	43,370	5.2	30	29,188	5.2	32	14,182	5.2
PUBLIC SECTOR	156	108,602	6.6	19	9,998	6.7	137	98,604	6.6
SECOND QUARTER 1991 (p)									
ALL AGREEMENTS	111	89,786	5.1	21	15,185	5.5	90	74,601	5.0
PRIVATE SECTOR	52	29,595	4.3	13	11,649	5.6	39	17,946	3.4
PUBLIC SECTOR	59	60,191	5.5	8	3,536	5.3	51	56,655	5.5

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	111	89,786	52	29,595	59	60,191			
1-3 MONTHS	52	33,878	30	20,845	22	13,033			
4-6 MONTHS	47	51,556	17	6,437	30	45,119			
7-9 MONTHS	1	210	.	.	1	210			
10-12 MONTHS	9	3,695	5	2,313	4	1,382			
13 MONTHS AND OVER	2	447	.	.	2	447			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

4.6

PRIVATE SECTOR

4.1

PUBLIC SECTOR

5.0

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	111	89,786		52	29,595		59	60,191	
DIRECT BARGAINING	37	25,851		12	4,823		25	21,028	
CONCILIATION	14	4,931		8	2,473		6	2,458	
POST CONCILIATION BARGAINING	11	9,826		5	7,857		6	1,969	
MEDIATION	38	35,435		21	9,590		17	25,845	
POST MEDIATION BARGAINING	3	9,311		1	1,104		2	8,207	
ARBITRATION	1	222		.	.		1	222	
WORK STOPPAGE	7	4,210		5	3,748		2	462	

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1991

STAGE OF SETTLEMENT	1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	TOTAL	AGMTS	EMPLS	TOTAL	AGMTS	EMPLS	TOTAL	AGMTS	EMPLS	TOTAL	AGMTS	EMPLS	TOTAL
TOTAL	111	89,786		52	33,878		47	51,556		1	210		9	3,695	
DIRECT BARGAINING	37	25,851		29	16,518		8	9,333		.	.		.	.
CONCILIATION	14	4,931		6	1,834		8	3,097		.	.		.	.
POST CONCILIATION BARGAINING	11	9,826		6	7,597		4	2,004		.	.		.	.
MEDIATION	38	35,435		6	3,345		25	28,897		1	210		6	2,983	
POST MEDIATION BARGAINING	3	9,311		1	1,104		1	7,957		.	.		1	250	
ARBITRATION	1	222		.	.		.	.		.	.		.	.
WORK STOPPAGE	7	4,210		4	3,480		1	268		.	.		2	462	

Industrial Relations Division
Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

THIRD QUARTER 1991



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the third quarter of 1991.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Adam Redish, Research Co-ordinator at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, Third Quarter, 1991

During the third quarter of 1991, settlements were negotiated in 85 collective agreements covering 200 or more Ontario employees. A total of 66,224 employees were affected by these settlements, concentrated in education and related services, transportation services and local government.

Wage Adjustments

Including COLA estimates, third quarter settlements provided increases on base wage rates averaging 4.8% per year over the terms of the agreements, down from a revised 5.2% for settlements in the second quarter of 1991. (See Chart 1 and Table 1.) The 4.8% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 3.8%. Private sector settlements without COLA averaged 4.0%. All public sector settlements averaged 5.3%; those without COLA averaged 5.5%. (See Table 7).

Manufacturing industry settlements accounted for 20 of the 85 agreements ratified in the third quarter of 1991 and 8,460 (13%) of the employees. These agreements provided an average annual base wage increase of 3.9%. The 59 agreements covering 55,444 employees in non-manufacturing industries provided an average annual base wage increase of 5.0%. Six construction agreements, covering 2,320 employees, provided an average annual base wage increase of 4.6%. (See Table 2.)

Major settlements in the third quarter of 1991 included 15,532 transportation employees whose average annual base wage increase was 3.9%; 9,632 local government employees whose average annual base rate increase was 6.1% and 14,882 employees in the education and related services sector whose average annual base wage increase was 6.6%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 5.0% per year, down from 5.1% in the second quarter of 1991. The 20 agreements with COLA provisions provided for a negotiated increase of 4.5%, down from 5.5% in the second quarter.

Fifty-four percent of the third quarter settlements were for a 2-year term, 21% were for a 3-year term, 20 (24%) were for a 1-year term and 1 was for a five year term. Of the 20 agreements with COLA, 9 were for a duration of 2 years and 9 were for a duration of 3 years. There was 1 agreement with a 1 year term and 1 with a 5 year term. (See Tables 3, 4 and 5.)

Twenty agreements, covering 23% of the employees, provided for increases of 6.0% or more per year while 24 agreements, covering 13,513 employees, provided for increases between 5.0% and 5.9% per year. (See Table 6.)

Negotiations

The third quarter settlements were reached in an average of 4.9 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See table 8.) Thirty-nine percent of the agreements, covering 32% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.9 months compared with an average of 5.8 months for the public sector.

Settlements were reached by the parties without outside assistance in 46% of the agreements covering 44% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Five sets of negotiations, covering 9,872 employees, involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Agreements Covering 200 or More Employees

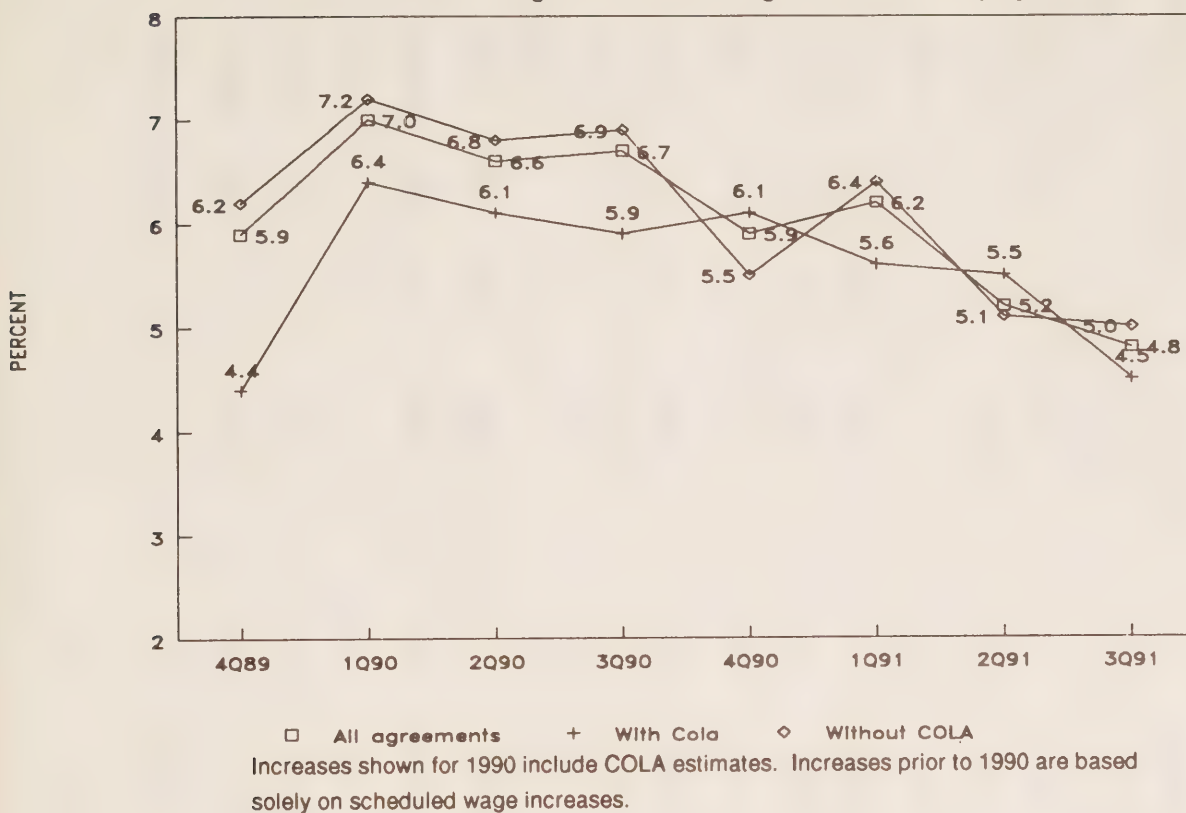


CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public
Sector Collective Agreements covering 200 or More Employees

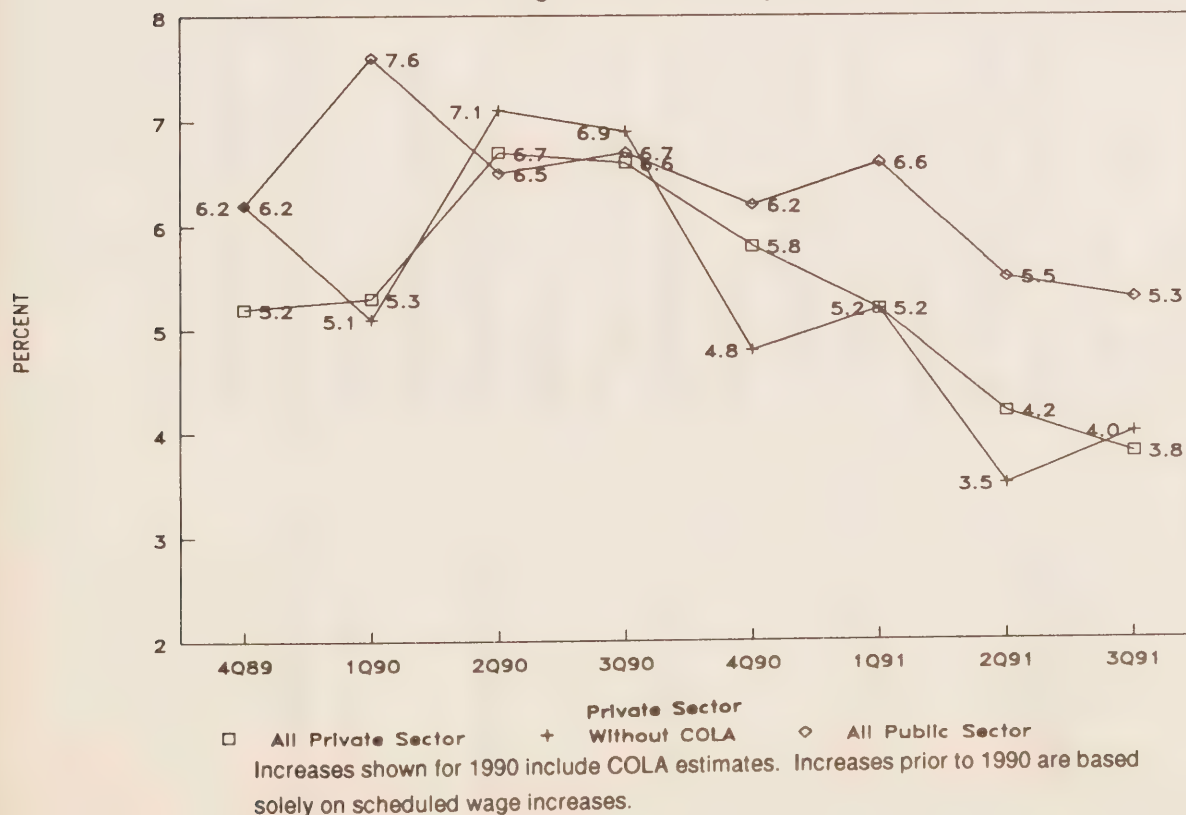


TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1990 TO THIRD QUARTER 1991
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
THIRD QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	122	127,062	6.7	23	27,436	5.9	99	99,626	6.9			
ALL INDUSTRIES EXCL CONSTRUCTION	101	84,076	6.4	23	27,436	5.9	78	56,640	6.7			
CONSTRUCTION	21	42,986	7.1	.	.	.	21	42,986	7.1			
FOURTH QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	124	120,001	5.9	39	73,691	6.1	85	46,310	5.5			
ALL INDUSTRIES EXCL CONSTRUCTION	123	119,702	5.9	39	73,691	6.1	84	46,011	5.5			
CONSTRUCTION	1	299	7.1	.	.	.	1	299	7.1			
FIRST QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	219	152,181	6.2	49	39,186	5.6	170	112,995	6.4			
ALL INDUSTRIES EXCL CONSTRUCTION	218	151,881	6.2	49	39,186	5.6	169	112,695	6.4			
CONSTRUCTION	1	300	5.0	.	.	.	1	300	5.0			
SECOND QUARTER 1991 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	142	110,506	5.2	33	23,238	5.5	109	87,268	5.1			
ALL INDUSTRIES EXCL CONSTRUCTION	134	106,246	5.4	33	23,238	5.5	101	83,008	5.3			
CONSTRUCTION	8	4,260	0.6	.	.	.	8	4,260	0.6			
THIRD QUARTER 1991 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	85	66,224	4.8	20	25,519	4.5	65	40,705	5.0			
ALL INDUSTRIES EXCL CONSTRUCTION	79	63,904	4.8	20	25,519	4.5	59	38,385	5.1			
CONSTRUCTION	6	2,320	4.6	.	.	.	6	2,320	4.6			

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	85	66,224	4.8	20	25,519	4.5	65	40,705	5.0
MANUFACTURING	20	8,460	3.9	6	2,271	3.7	14	6,189	3.9
FOOD, BEVERAGE	6	4,104	4.6	2	1,001	5.6	4	3,103	4.2
RUBBER, PLASTICS	1	300	2.0	1	300	2.0	.	.	.
CLOTHING	1	230	3.0	.	.	.	1	230	3.0
WOOD	1	250	4.3	.	.	.	1	250	4.3
FURNITURE, FIXTURES	1	200	3.5	.	.	.	1	200	3.5
PRIMARY METALS	2	540	2.2	2	540	2.2	.	.	.
FABRICATED METALS	1	375	2.1	.	.	.	1	375	2.1
MACHINERY	3	980	2.0	1	430	2.6	2	550	1.6
TRANSPORTATION EQUIPMENT	2	634	4.5	.	.	.	2	634	4.5
ELECTRICAL PRODUCTS	2	847	5.1	.	.	.	2	847	5.1
TOTAL	59	55,444	5.0	14	23,248	4.6	45	32,196	5.3
NON-MANUFACTURING EXCL CONSTRUCTION	3	2,200	6.0	2	1,950	5.9	1	250	7.1
MINING, QUARRYING	9	15,532	3.9	7	13,692	4.0	2	1,840	3.4
TRANSPORTATION	1	1,190	3.0	.	.	.	1	1,190	3.0
COMMUNICATIONS	3	645	5.3	.	.	.	3	645	5.3
ELECTRIC, GAS, WATER									

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
NON-MANUFACTURING EXCL CONSTRUCTION												
RETAIL TRADE	2	875	3.0		.	.	.		2	875	3.0	
REAL ESTATE, INSURANCE AGENCIES	1	320	0.5		.	.	.		1	320	0.5	
EDUCATION, RELATED SERVICES	20	14,882	6.6		5	7,606	5.3		15	7,276	7.9	
HEALTH, WELFARE SERVICES	6	3,185	5.5		.	.	.		6	3,185	5.5	
ACCOMMODATION, FOOD SERVICES	1	250	9.5		.	.	.		1	250	9.5	
FEDERAL GOVERNMENT	4	6,733	2.4		.	.	.		4	6,733	2.4	
LOCAL GOVERNMENT	9	9,632	6.1		.	.	.		9	9,632	6.1	
TOTAL	6	2,320	4.6		.	.	.		6	2,320	4.6	
CONSTRUCTION	6	2,320	4.6		.	.	.		6	2,320	4.6	

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	20	14,542	6.6	46	34,296	4.9	18	16,956	3.3	1	430	2.6
MANUFACTURING	1	310	0.0	11	5,305	4.0	7	2,415	4.3	1	430	2.6
FOOD, BEVERAGE	.	.	.	4	3,103	4.2	2	1,001	5.6	.	.	.
RUBBER, PLASTICS	.	.	.	1	300	2.0	.	.	.	.	.	.
CLOTHING	.	.	.	1	230	3.0	.	.	.	.	.	.
WOOD	.	.	.	1	250	4.3	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	200	3.5	.	.	.	.	.	.
PRIMARY METALS	.	.	.	.	.	.	2	540	2.2	.	.	.
FABRICATED METALS	.	.	.	1	375	2.1	.	.	.	.	.	.
MACHINERY	1	310	0.0	.	.	.	1	240	3.7	1	430	2.6
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	634	4.5	.	.	.
ELECTRICAL PRODUCTS	.	.	.	2	847	5.1	.	.	.	.	.	.
TOTAL	17	13,512	7.1	31	27,391	4.9	11	14,541	3.2	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	1	250	7.1	.	.	.	2	1,950	5.9	.	.	.
MINING, QUARRYING	1	440	4.8	5	9,762	4.6	3	5,330	2.7	.	.	.
TRANSPORTATION	.	.	.	1	1,190	3.0	.	.	.	.	.	.
COMMUNICATIONS	.	.	.	3	645	5.3	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	.	.	.	.	.	.	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FIVE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT		AGMTS	EMPLS	PCT		AGMTS	EMPLS	PCT		AGMTS	EMPLS	PCT	
NON-MANUFACTURING EXCL CONSTRUCTION																
RETAIL TRADE	1	275	0.0		1	600	4.3		.	.	.		.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.		1	320	0.5		.	.	.		.	.	.
EDUCATION, RELATED SERVICES	9	5,138	8.9		10	9,466	5.3		1	278	5.0		.	.	.	
HEALTH, WELFARE SERVICES	1	353	5.2		5	2,832	5.5		.	.	.		.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.		.	.	.		1	250	9.5		.	.	.	
FEDERAL GOVERNMENT	.	.	.		.	.	.		4	6,733	2.4		.	.	.	
LOCAL GOVERNMENT	4	7,056	6.2		5	2,576	5.7		.	.	.		.	.	.
TOTAL	2	720	0.0		4	1,600	6.7		.	.	.		.	.	.
CONSTRUCTION	2	720	0.0		4	1,600	6.7		.	.	.		.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	1	271	5.5	9	15,997	5.0	9	8,821	3.7	1	430	2.6
MANUFACTURING	.	.	.	1	300	2.0	4	1,541	4.4	1	430	2.6
FOOD, BEVERAGE	.	.	.	.	.	.	2	1,001	5.6	.	.	.
RUBBER, PLASTICS	.	.	.	1	300	2.0	.	.	.	.	.	.
PRIMARY METALS	.	.	.	.	.	.	2	540	2.2	.	.	.
MACHINERY	.	.	.	.	.	.	.	.	.	1	430	2.6
NON-MANUFACTURING EXCL CONSTRUCTION	1	271	5.5	8	15,697	5.1	5	7,280	3.5	.	.	.
MINING, QUARRYING	.	.	.	.	.	.	2	1,950	5.9	.	.	.
TRANSPORTATION	.	.	.	4	8,362	4.8	3	5,330	2.7	.	.	.
EDUCATION, RELATED SERVICES	1	271	5.5	4	7,335	5.3	.	.	.	.	.	.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	19	14,271	6.6	37	18,299	4.8	9	8,135	2.9
MANUFACTURING	1	310	0.0	10	5,005	4.1	3	874	4.3
FOOD, BEVERAGE	.	.	.	4	3,103	4.2	.	.	.
CLOTHING	.	.	.	1	230	3.0	.	.	.
WOOD	.	.	.	1	250	4.3	.	.	.
FURNITURE, FIXTURES	.	.	.	1	200	3.5	.	.	.
FABRICATED METALS	.	.	.	1	375	2.1	.	.	.
MACHINERY	1	310	0.0	.	.	.	1	240	3.7
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	634	4.5
ELECTRICAL PRODUCTS	.	.	.	2	847	5.1	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	16	13,241	7.1	23	11,694	4.8	6	7,261	2.8
MINING, QUARRYING	1	250	7.1	.	.	.	.	.	.
TRANSPORTATION	1	440	4.8	1	1,400	3.0	.	.	.
COMMUNICATIONS	.	.	.	1	1,190	3.0	.	.	.
ELECTRIC, GAS, WATER	.	.	.	3	645	5.3	.	.	.
RETAIL TRADE	1	275	0.0	1	600	4.3	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	320	0.5	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

		ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
		AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION	EDUCATION, RELATED SERVICES	8	4,867	9.1	6	2,131	5.4	1	278	5.0
	HEALTH, WELFARE SERVICES	1	353	5.2	5	2,832	5.5	.	.	.
	ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	1	250	9.5
	FEDERAL GOVERNMENT	.	.	.	.	.	.	4	6,733	2.4
	LOCAL GOVERNMENT	4	7,056	6.2	5	2,576	5.7	.	.	.
CONSTRUCTION	TOTAL	2	720	0.0	4	1,600	6.7	.	.	.
	CONSTRUCTION	2	720	0.0	4	1,600	6.7	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION						
TOTAL	85	66,224	20	25,519	65	40,705
NO INCREASE	5	1,705	.	.	5	1,705
UNDER 3.0 PERCENT	11	12,373	5	4,945	6	7,428
3.0 - 3.9 PERCENT	7	4,915	2	1,655	5	3,260
4.0 - 4.9 PERCENT	18	18,200	6	11,112	12	7,088
5.0 - 5.9 PERCENT	24	13,513	5	5,472	19	8,041
6.0 - 6.9 PERCENT	11	11,785	2	2,335	9	9,450
7.0 - 7.9 PERCENT	6	2,033	.	.	6	2,033
8.0 PERCENT AND OVER	3	1,700	.	.	3	1,700
MANUFACTURING						
TOTAL	20	8,460	6	2,271	14	6,189
NO INCREASE	2	710	.	.	2	710
UNDER 3.0 PERCENT	4	1,320	3	945	1	375
3.0 - 3.9 PERCENT	4	995	1	325	3	670
4.0 - 4.9 PERCENT	6	3,261	.	.	6	3,261
5.0 - 5.9 PERCENT	4	2,174	2	1,001	2	1,173
NON-MANUFACTURING EXCL CONSTRUCTION						
TOTAL	59	55,444	14	23,248	45	32,196
NO INCREASE	1	275	.	.	1	275

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
NON-MANUFACTURING EXCL CONSTRUCTION	7	11,053		2	4,000		5	7,053	
	3	3,920		1	1,330		2	2,590	
	12	14,939		6	11,112		6	3,827	
	19	11,139		3	4,471		16	6,668	
	9	10,885		2	2,335		7	8,550	
	5	1,533		.	.		5	1,533	
	3	1,700		.	.		3	1,700	
CONSTRUCTION	6	2,320		.	.		6	2,320	
NO INCREASE	2	720		.	.		2	720	
5.0 - 5.9 PERCENT	1	200		.	.		1	200	
6.0 - 6.9 PERCENT	2	900		.	.		2	900	
7.0 - 7.9 PERCENT	1	500		.	.		1	500	
PRIVATE SECTOR	37	21,155		11	9,551		26	11,604	
NO INCREASE	5	1,705		.	.		5	1,705	
UNDER 3.0 PERCENT	7	5,640		5	4,945		2	695	
3.0 - 3.9 PERCENT	6	3,725		2	1,655		4	2,070	
4.0 - 4.9 PERCENT	8	4,211		1	350		7	3,861	(CONTINUED)

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
5.0 - 5.9 PERCENT	5	2,374	2	1,001	3	1,373
6.0 - 6.9 PERCENT	3	2,500	1	1,600	2	900
7.0 - 7.9 PERCENT	2	750	.	.	2	750
8.0 PERCENT AND OVER	1	250	.	.	1	250
TOTAL	48	45,069	9	15,968	35	29,101
PUBLIC SECTOR						
UNDER 3.0 PERCENT	4	6,733	.	.	4	6,733
3.0 - 3.9 PERCENT	1	1,190	.	.	1	1,190
4.0 - 4.9 PERCENT	10	13,989	5	10,762	5	3,227
5.0 - 5.9 PERCENT	19	11,139	3	4,471	16	6,668
6.0 - 6.9 PERCENT	8	9,285	1	735	7	8,550
7.0 - 7.9 PERCENT	4	1,283	.	.	4	1,283
8.0 PERCENT AND OVER	2	1,450	.	.	2	1,450

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1990 TO THIRD QUARTER 1991
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
THIRD QUARTER 1990	122	127,062	6.7	23	27,436	5.9	99	99,626	6.9
PRIVATE SECTOR	55	93,034	6.6	15	21,799	5.9	40	71,235	6.9
PUBLIC SECTOR	67	34,028	6.7	8	5,637	6.1	59	28,391	6.9
FOURTH QUARTER 1990	124	120,001	5.9	39	73,691	6.1	85	46,310	5.5
PRIVATE SECTOR	68	91,235	5.8	26	65,592	6.1	42	25,643	4.8
PUBLIC SECTOR	56	28,766	6.2	13	8,099	5.7	43	20,667	6.5
FIRST QUARTER 1991	219	152,181	6.2	49	39,186	5.6	170	112,995	6.4
PRIVATE SECTOR	63	43,586	5.2	30	29,188	5.2	33	14,398	5.2
PUBLIC SECTOR	156	108,595	6.6	19	9,998	6.7	137	98,597	6.6
SECOND QUARTER 1991 (r)	142	110,506	5.2	33	23,238	5.5	109	87,268	5.1
PRIVATE SECTOR	55	30,504	4.2	15	12,191	5.4	40	18,313	3.5
PUBLIC SECTOR	87	80,002	5.5	18	11,047	5.6	69	68,955	5.5
THIRD QUARTER 1991 (p)	85	66,224	4.8	20	25,519	4.5	65	40,705	5.0
PRIVATE SECTOR	37	21,155	3.8	11	9,551	3.6	26	11,604	4.0
PUBLIC SECTOR	48	45,069	5.3	9	15,968	5.1	39	29,101	5.5

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	85	66,224		37	21,155		48	45,069	
1-3 MONTHS	33	21,392		21	13,301		12	8,091	
4-6 MONTHS	29	19,903		13	5,804		16	14,099	
7-9 MONTHS	17	17,546		1	1,400		16	16,146	
10-12 MONTHS	3	6,239		.	.		3	6,239	
13 MONTHS AND OVER	3	1,144		2	650		1	494	

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

4.9

PRIVATE SECTOR

3.9

PUBLIC SECTOR

5.8

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	EMPLS
TOTAL	85	66,224	37	21,155	48	45,069			
DIRECT BARGAINING	39	29,418	14	10,079	25	19,339			
CONCILIATION	15	10,576	7	3,323	8	7,253			
POST CONCILIATION BARGAINING	5	1,597	2	680	3	917			
MEDIATION	13	5,569	8	3,983	5	1,586			
POST MEDIATION BARGAINING	4	6,442	.	.	4	6,442			
POST FACT FINDER BARGAINING	1	1,700	.	.	1	1,700			
ARBITRATION	2	650	2	650	.	.			
WORK STOPPAGE	5	9,872	3	2,040	2	7,832			
OTHER	1	400	1	400	.	.			

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1991

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	85	66,224		33	21,392		29	19,903		17	17,546		3	6,239		3	1,144	
DIRECT BARGAINING	39	29,418		19	14,507		9	5,389		9	7,498		2	2,024		.	.	
CONCILIATION	15	10,576		6	2,983		6	1,558		2	1,820		1	4,215		.	.	
POST CONCILIATION BARGAINING	5	1,597		2	680		3	917		.	.		.	.		.	.
MEDIATION	13	5,569		3	2,050		8	2,869		2	650		.	.		.	.
POST MEDIATION BARGAINING	4	6,442		1	302		.	.		2	5,646		.	.		1	494	
POST FACT FINDER BARGAINING	1	1,700		.	.		.	.		1	1,700		.	.		.	.
ARBITRATION	2	650			2	650	
WORK STOPPAGE	5	9,872		1	470		3	9,170		1	232		
OTHER	1	400		1	400		

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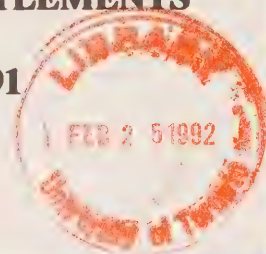


Industrial Relations Division
Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FOURTH QUARTER 1991



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FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the fourth quarter of 1991.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Adam Redish, Research Co-ordinator at (416) 326-1279.

Wage Developments in Collective Bargaining Settlements in Ontario, Fourth Quarter, 1991

During the fourth quarter of 1991, settlements were negotiated in 100 collective agreements covering 200 or more Ontario employees. A total of 118,748 employees were affected by these settlements, concentrated in the federal government and education and related services.

Wage Adjustments

Including COLA estimates, fourth quarter settlements provided increases on base wage rates averaging 3.1% per year over the terms of the agreements, down from 4.8% for settlements in the third quarter of 1991. (See Chart 1 and Table 1.) The 3.1% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 4.3%, up from a revised 3.9% in the third quarter of 1991. Private sector settlements without COLA averaged 3.8%. All public sector settlements averaged 2.9%; those without COLA averaged 2.5% (See Table 7.)

Manufacturing industry settlements accounted for 29 of the 100 agreements ratified in the fourth quarter of 1991 and 10,467 (8.8%) of the employees. These agreements provided an average annual base wage increase of 4.0%. The 71 agreements covering 108,281 employees in non-manufacturing industries provided an average annual base wage increase of 3.0%. (See Table 2.)

Major settlements in the fourth quarter of 1991 included 67,620 federal government employees whose average annual base wage increase was 1.5%; and 31,799 education and related services employees whose average annual base rate increase was 5.3%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 2.6% per year, down from 5.0% in the third quarter of 1991. The 19 agreements with COLA provisions provided for a negotiated increase of 5.3% up from 4.5% in the third quarter.

Fifty-three percent of the fourth quarter settlements were for a 2-year term, 22 were for a 3-year term, and 25 (25%) were for a 1-year term. Of the 19 agreements with COLA, 10 were for a duration of 3 years and 7 were for a duration of 2 years. There were 2 agreements with a 1 year term. (See Table 3, 4, and 5.)

Thirteen agreements, covering 6.4% of the employees, provided for increases of 6.0% or more per year while 27 agreements, covering 21,230 employees, provided for increases between 5.0 and 5.9% per year. (See Table 6.)

Negotiations

The fourth quarter settlements were reached in an average of 6.2 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See Table 8.) Thirty-two percent of the agreements, covering 11% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 5.4 months compared with an average of 6.6 months for the public sector.

Settlements were reached by the parties without outside assistance in 47% of the agreements covering 23% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Three sets of negotiations, covering 784 employees, involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees

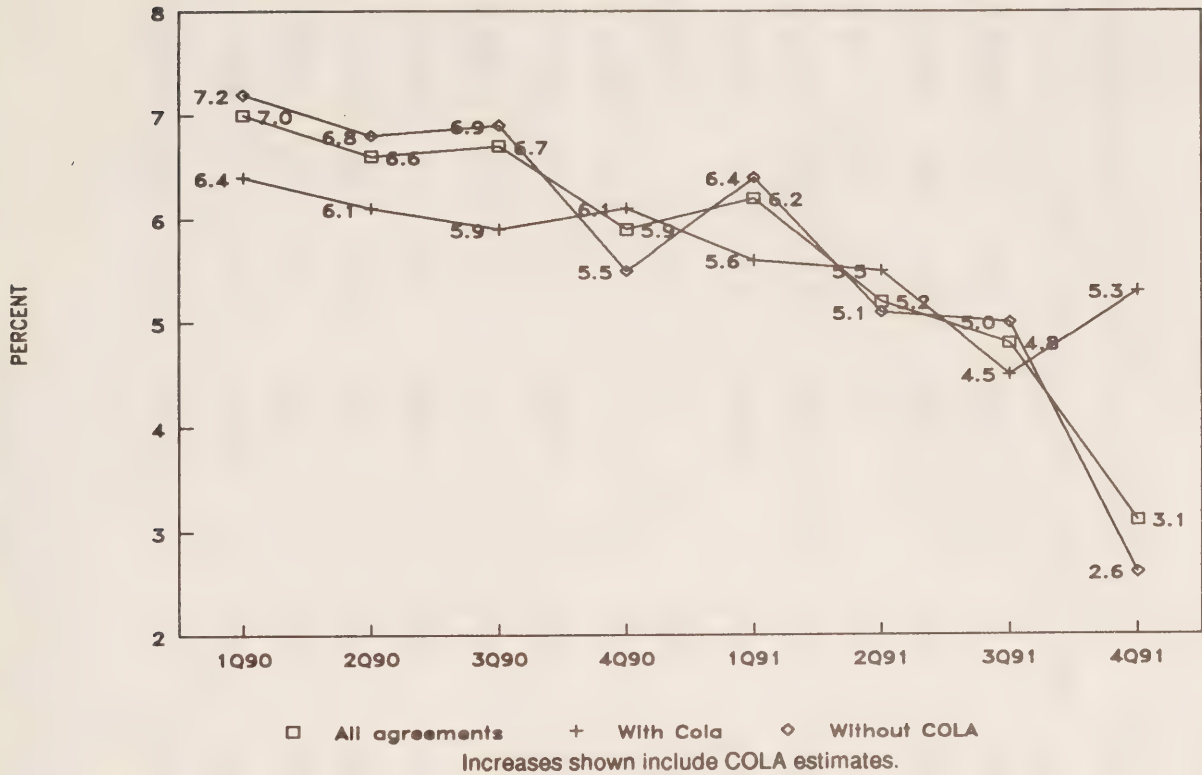


CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements covering 200 or More Employees

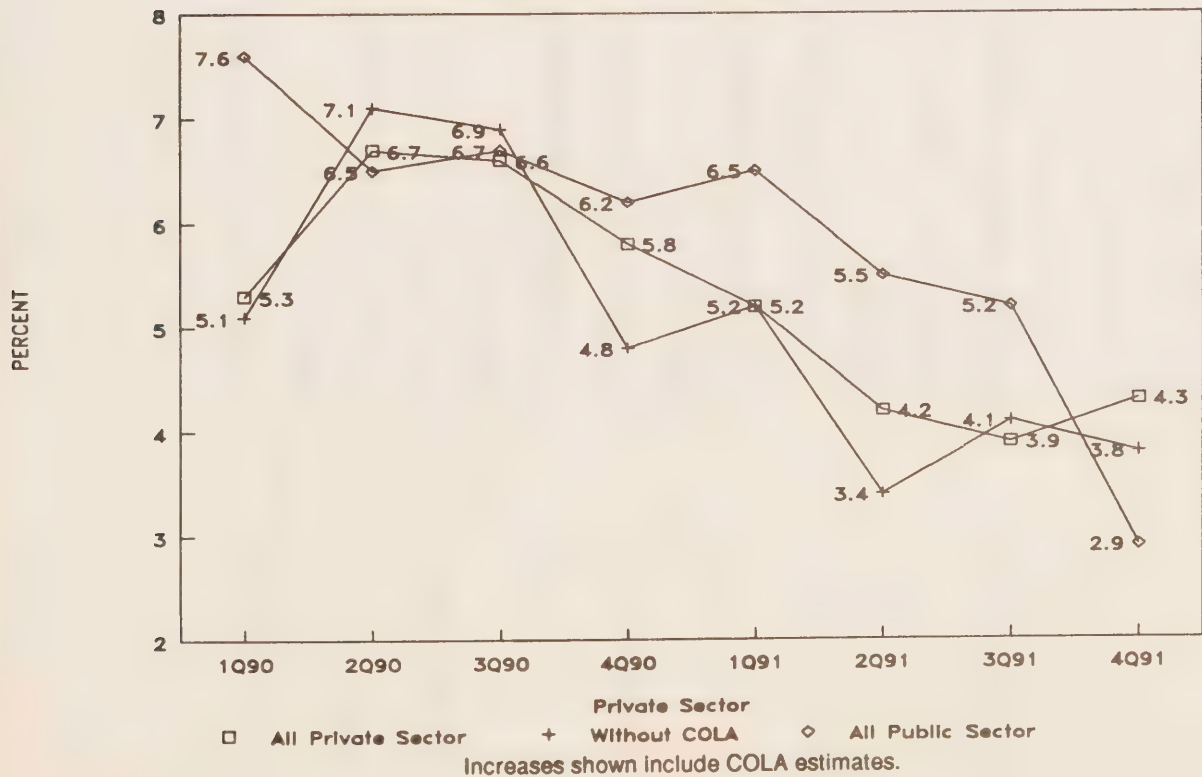


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1990 TO FOURTH QUARTER 1991
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1990												
ALL INDUSTRIES INCL CONSTRUCTION	124	120,210	5.9	39	73,900	6.1	85	46,310	5.5			
ALL INDUSTRIES EXCL CONSTRUCTION	123	119,911	5.9	39	73,900	6.1	84	46,011	5.5			
CONSTRUCTION	1	299	7.1	.	.	.	1	299	7.1			
FIRST QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	220	153,081	6.2	50	40,086	5.6	170	112,995	6.4			
ALL INDUSTRIES EXCL CONSTRUCTION	219	152,781	6.2	50	40,086	5.6	169	112,695	6.4			
CONSTRUCTION	1	300	5.0	.	.	.	1	300	5.0			
SECOND QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	144	111,439	5.2	33	23,208	5.5	111	88,231	5.1			
ALL INDUSTRIES EXCL CONSTRUCTION	136	107,179	5.3	33	23,208	5.5	103	83,971	5.3			
CONSTRUCTION	8	4,260	0.6	.	.	.	8	4,260	0.6			
THIRD QUARTER 1991 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	91	68,703	4.8	22	26,639	4.5	69	42,064	5.0			
ALL INDUSTRIES EXCL CONSTRUCTION	86	66,783	4.9	22	26,639	4.5	64	40,144	5.1			
CONSTRUCTION	5	1,920	4.3	.	.	.	5	1,920	4.3			
FOURTH QUARTER 1991 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	100	118,748	3.1	19	19,228	5.3	81	99,520	2.6			
ALL INDUSTRIES EXCL CONSTRUCTION	100	118,748	3.1	19	19,228	5.3	81	99,520	2.6			

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991 BY INDUSTRY

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TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
MINING, QUARRYING	1	984	10.1	1	984	10.1	.	.	.
TRANSPORTATION	3	2,785	4.6	1	1,800	5.1	2	985	3.7
ELECTRIC, GAS, WATER	1	375	4.5	1	375	4.5	.	.	.
EDUCATION, RELATED SERVICES	30	31,799	5.3	7	12,433	5.3	23	19,366	5.4
MANAGEMENT SERVICES	1	270	5.0	.	.	.	1	270	5.0
ACCOMMODATION, FOOD SERVICES	2	800	3.0	.	.	.	2	800	3.0
FEDERAL GOVERNMENT	27	67,620	1.5	.	.	.	27	67,620	1.5
LOCAL GOVERNMENT	6	3,648	6.1	.	.	.	6	3,648	6.1

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

		ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
		AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	TOTAL	25	21,299	5.8	53	88,508	2.3	22	8,941	3.6
	MANUFACTURING	2	541	3.6	9	2,827	5.0	18	7,099	3.5
	FOOD , BEVERAGE	1	335	4.0	2	608	5.3	3	1,264	3.8
	TOBACCO PRODUCTS	.	.	.	1	400	5.4	.	.	.
	RUBBER, PLASTICS	.	.	.	1	205	6.7	1	411	4.8
	TEXTILE	1	206	2.9	.	.	.	.	.	.
	WOOD	.	.	.	.	.	.	1	350	3.4
	FURNITURE, FIXTURES	.	.	.	1	383	5.1	.	.	.
	PAPER	.	.	.	1	240	6.1	1	900	2.3
	PRIMARY METALS	.	.	.	.	.	.	1	200	4.7
	FABRICATED METALS	.	.	.	.	.	.	2	764	4.9
	MACHINERY	.	.	.	1	262	2.0	.	.	.
	TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	6	1,730	3.2
	ELECTRICAL PRODUCTS	.	.	.	1	250	4.0	2	830	3.6
	NON-METALLIC MINERALS	.	.	.	.	.	.	1	650	3.0
	CHEMICALS	.	.	.	1	479	5.4	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	23	20,758	5.9	44	85,681	2.3	4	1,842	3.9

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL									
CONSTRUCTION									
MINING, QUARRYING	1	984	10.1	.	.	.	.	.	.
TRANSPORTATION	.	.	.	2	2,356	5.0	1	429	2.6
ELECTRIC, GAS, WATER	.	.	.	.	.	.	1	375	4.5
EDUCATION, RELATED SERVICES	18	17,042	5.5	11	14,137	5.2	1	620	5.3
MANAGEMENT SERVICES	.	.	.	1	270	5.0	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	2	800	3.0	.	.	.
FEDERAL GOVERNMENT	.	.	.	26	67,202	1.5	1	418	2.5
LOCAL GOVERNMENT	4	2,732	6.6	2	916	4.9	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	2	1,322	9.0	7	13,480	5.3	10	4,426	4.1			
MANUFACTURING												
TOTAL	.	.	.	1	205	6.7	8	3,431	3.9			
FOOD, BEVERAGE	.	.	.	.	.	.	1	450	3.9			
RUBBER, PLASTICS	.	.	.	1	205	6.7	1	411	4.8			
WOOD	.	.	.	.	.	.	1	350	3.4			
FABRICATED METALS	.	.	.	.	.	.	1	559	5.8			
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	661	2.9			
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	350	3.7			
NON-METALLIC MINERALS	.	.	.	.	.	.	1	650	3.0			
NON-MANUFACTURING EXCL CONSTRUCTION	2	1,322	9.0	6	13,275	5.2	2	995	5.0			
MINING, QUARRYING	1	984	10.1	.	.	.	.	.	.
TRANSPORTATION	.	.	.	1	1,800	5.1	.	.	.			
ELECTRIC, GAS, WATER	.	.	.	.	.	.	1	375	4.5			
EDUCATION, RELATED SERVICES	1	338	5.8	5	11,475	5.2	1	620	5.3			

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	23	19,977	5.6	46	75,028	1.8	12	4,515	12	4,515	3.1	
MANUFACTURING	2	541	3.6	8	2,622	4.9	10	3,668	10	3,668	3.2	
FOOD, BEVERAGE	1	335	4.0	2	608	5.3	2	814	2	814	3.8	
TOBACCO PRODUCTS	.	.	.	1	400	5.4	.	.	.	.	.
TEXTILE	1	206	2.9	.	.	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	383	5.1	.	.	.	.	.
PAPER	.	.	.	1	240	6.1	1	900	1	900	2.3	
PRIMARY METALS	.	.	.	.	.	.	1	200	1	200	4.7	
FABRICATED METALS	.	.	.	.	.	.	1	205	1	205	2.6	
MACHINERY	.	.	.	1	262	2.0	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	4	1,069	4	1,069	3.3	
ELECTRICAL PRODUCTS	.	.	.	1	250	4.0	1	480	1	480	3.6	
CHEMICALS	.	.	.	1	479	5.4	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	21	19,436	5.6	38	72,406	1.7	2	847	2	847	2.6	
TRANSPORTATION	.	.	.	1	556	4.5	1	429	1	429	2.6	
EDUCATION, RELATED SERVICES	17	16,704	5.5	6	2,662	4.8	.	.	.	.	.
MANAGEMENT SERVICES	.	.	.	1	270	5.0	.	.	.	.	.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
ACCOMMODATION, FOOD SERVICES	.	.	.	2	800	3.0	.	.	.
FEDERAL GOVERNMENT	.	.	.	26	67,202	1.5	1	418	2.5
LOCAL GOVERNMENT	4	2,732	6.6	2	916	4.9	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION									
TOTAL	100	118,748		19	19,228		81	99,520	
NO INCREASE	1	220		.	.		1	220	
UNDER 3.0 PERCENT	36	70,967		1	430		35	70,537	
3.0 - 3.9 PERCENT	9	3,580		5	2,031		4	1,549	
4.0 - 4.9 PERCENT	14	15,102		3	5,086		11	10,016	
5.0 - 5.9 PERCENT	27	21,230		8	10,492		19	10,738	
6.0 - 6.9 PERCENT	10	5,990		1	205		9	5,785	
7.0 - 7.9 PERCENT	1	420		.	.		1	420	
8.0 PERCENT AND OVER	2	1,239		1	984		1	255	
MANUFACTURING									
TOTAL	29	10,467		9	3,636		20	6,831	
UNDER 3.0 PERCENT	7	2,468		1	430		6	2,038	
3.0 - 3.9 PERCENT	7	2,725		5	2,031		2	694	
4.0 - 4.9 PERCENT	8	2,745		1	411		7	2,334	
5.0 - 5.9 PERCENT	4	1,821		1	559		3	1,262	
6.0 - 6.9 PERCENT	3	708		1	205		2	503	
NON-MANUFACTURING EXCL CONSTRUCTION									
TOTAL	71	108,281		10	15,592		61	92,689	
NO INCREASE	1	220		.	.		1	220	

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
NON-MANUFACTURING EXCL CONSTRUCTION	UNDER 3.0 PERCENT	29	68,499	.	.		29	68,499	
	3.0 - 3.9 PERCENT	2	855	.	.		2	855	
	4.0 - 4.9 PERCENT	6	12,357	2	4,675		4	7,682	
	5.0 - 5.9 PERCENT	23	19,409	7	9,933		16	9,476	
	6.0 - 6.9 PERCENT	7	5,282	.	.		7	5,282	
	7.0 - 7.9 PERCENT	1	420	.	.		1	420	
	8.0 PERCENT AND OVER	2	1,239	1	984		1	255	
	TOTAL	34	12,950	10	4,620		24	8,330	
PRIVATE SECTOR	UNDER 3.0 PERCENT	9	3,347	1	430		8	2,917	
	3.0 - 3.9 PERCENT	8	3,075	5	2,031		3	1,044	
	4.0 - 4.9 PERCENT	8	2,745	1	411		7	2,334	
	5.0 - 5.9 PERCENT	5	2,091	1	559		4	1,532	
	6.0 - 6.9 PERCENT	3	708	1	205		2	503	
	8.0 PERCENT AND OVER	1	984	1	984		.	.	
	TOTAL	66	105,798	9	14,608		57	91,190	
	NO INCREASE	1	220	.	.		1	220	
PUBLIC SECTOR	UNDER 3.0 PERCENT	27	67,620	.	.		27	67,620	

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PUBLIC SECTOR						
3.0 - 3.9 PERCENT	1	505	.	.	1	505
4.0 - 4.9 PERCENT	6	12,357	2	4,675	4	7,682
5.0 - 5.9 PERCENT	22	19,139	7	9,933	15	9,206
6.0 - 6.9 PERCENT	7	5,282	.	.	7	5,282
7.0 - 7.9 PERCENT	1	420	.	.	1	420
8.0 PERCENT AND OVER	1	255	.	.	1	255

TABLE 7
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1990 TO FOURTH QUARTER 1991
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1990									
ALL AGREEMENTS	124	120,210	5.9	39	73,900	6.1	85	46,310	5.5
PRIVATE SECTOR	68	91,235	5.8	26	65,592	6.1	42	25,643	4.8
PUBLIC SECTOR	56	28,975	6.2	13	8,308	5.6	43	20,667	6.5
FIRST QUARTER 1991									
ALL AGREEMENTS	220	153,081	6.2	50	40,086	5.6	170	112,995	6.4
PRIVATE SECTOR	63	43,586	5.2	30	29,188	5.2	33	14,398	5.2
PUBLIC SECTOR	157	109,495	6.5	20	10,898	6.4	137	98,597	6.6
SECOND QUARTER 1991									
ALL AGREEMENTS	144	111,439	5.2	33	23,208	5.5	111	88,231	5.1
PRIVATE SECTOR	57	31,434	4.2	15	12,191	5.4	42	19,243	3.4
PUBLIC SECTOR	87	80,005	5.5	18	11,017	5.6	69	68,988	5.5
THIRD QUARTER 1991 (r)									
ALL AGREEMENTS	91	68,703	4.8	22	26,639	4.5	69	42,064	5.0
PRIVATE SECTOR	36	19,575	3.9	11	9,521	3.6	25	10,054	4.1
PUBLIC SECTOR	55	49,128	5.2	11	17,118	5.1	44	32,010	5.3
FOURTH QUARTER 1991 (p)									
ALL AGREEMENTS	100	118,748	3.1	19	19,228	5.3	81	99,520	2.6
PRIVATE SECTOR	34	12,950	4.3	10	4,620	5.3	24	8,330	3.8
PUBLIC SECTOR	66	105,798	2.9	9	14,608	5.2	57	91,190	2.5

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	100	118,748	34	12,950	66	105,798			
1-3 MONTHS	32	12,895	23	8,283	9	4,612			
4-6 MONTHS	41	77,463	5	2,033	36	75,430			
7-9 MONTHS	12	15,913	1	429	11	15,484			
10-12 MONTHS	9	5,509	2	620	7	4,889			
13 MONTHS AND OVER	6	6,968	3	1,585	3	5,383			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

6.2

PRIVATE SECTOR

5.4

PUBLIC SECTOR

6.6

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	100	118,748		34	12,950		66	105,798	
DIRECT BARGAINING	47	26,851		22	7,819		25	19,032	
CONCILIATION	3	2,385		2	585		1	1,800	
POST CONCILIATION BARGAINING	6	3,235		3	1,479		3	1,756	
MEDIATION	14	14,117		6	2,827		8	11,290	
POST FACT FINDER BARGAINING	1	4,300		.	.		1	4,300	
ARBITRATION	1	505		.	.		1	505	
WORK STOPPAGE	3	784		1	240		2	544	
LEGISLATION	25	66,571		.	.		25	66,571	

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1991

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS
TOTAL	100	118,748	32	12,895	41	77,463	12	15,913	9	5,509	6	6,968						
DIRECT BARGAINING	47	26,851	25	9,171	7	3,822	10	11,393	1	620	4	1,845						
CONCILIATION	3	2,385	2	585	.	.	.	.	1	1,800	.	.						
POST CONCILIATION BARGAINING	6	3,235	3	1,805	2	1,160	.	.	1	270	.	.						
MEDIATION	14	14,117	2	1,334	8	10,793	1	220	3	1,770	.	.						
POST FACT FINDER BARGAINING	1	4,300	.	.	.	.	1	4,300	.	.	.	.		
ARBITRATION	1	505	1	505	.	.						
WORK STOPPAGE	3	784	.	.	1	240	.	.	2	544	.	.						
LEGISLATION	25	66,571	.	.	23	61,448	2	5,123						

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Industrial Relations Division
Office of Collective Bargaining Information

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

1991 ANNUAL



FOREWORD

This report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in 1991.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Estimates include additional increases that may be generated from cost of living allowance (COLA) clauses but exclude Pay Equity adjustments.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division.

For further information please contact Adam Redish, Research Co-ordinator, at (416) 326-1279.

TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
SUMMARY BY INDUSTRY

	ALL AGREEMENTS					AGREEMENTS WITH COLA					AGREEMENTS WITHOUT COLA				
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL															
ALL INDUSTRIES INCL CONSTRUCTION	555	451,971	4.9	124	109,161	5.2	431	342,810	4.8						
ALL INDUSTRIES EXCL CONSTRUCTION	541	445,491	4.9	124	109,161	5.2	417	336,330	4.8						
CONSTRUCTION	14	6,480	1.9	.	.	.	14	6,480	1.9						
FIRST QUARTER 1991															
ALL INDUSTRIES INCL CONSTRUCTION	220	153,081	6.2	50	40,086	5.6	170	112,995	6.4						
ALL INDUSTRIES EXCL CONSTRUCTION	219	152,781	6.2	50	40,086	5.6	169	112,695	6.4						
CONSTRUCTION	1	300	5.0	.	.	.	1	300	5.0						
SECOND QUARTER 1991															
ALL INDUSTRIES INCL CONSTRUCTION	144	111,439	5.2	33	23,208	5.5	111	88,231	5.1						
ALL INDUSTRIES EXCL CONSTRUCTION	136	107,179	5.3	33	23,208	5.5	103	83,971	5.3						
CONSTRUCTION	8	4,260	0.6	.	.	.	8	4,260	0.6						
THIRD QUARTER 1991 (r)															
ALL INDUSTRIES INCL CONSTRUCTION	91	68,703	4.8	22	26,639	4.5	69	42,064	5.0						
ALL INDUSTRIES EXCL CONSTRUCTION	86	66,783	4.9	22	26,639	4.5	64	40,144	5.1						
CONSTRUCTION	5	1,920	4.3	.	.	.	5	1,920	4.3						
FOURTH QUARTER 1991 (p)															
ALL INDUSTRIES INCL CONSTRUCTION	100	118,748	3.1	19	19,228	5.3	81	99,520	2.6						
ALL INDUSTRIES EXCL CONSTRUCTION	100	118,748	3.1	19	19,228	5.3	81	99,520	2.6						

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION									
MANUFACTURING									
TOTAL	555	451,971	4.9	124	109,161	5.2	431	342,810	4.8
FOOD, BEVERAGE	135	58,745	4.4	53	26,298	4.7	82	32,447	4.3
TOBACCO PRODUCTS	30	14,359	4.6	9	3,611	5.1	21	10,748	4.5
RUBBER, PLASTICS	1	400	5.4	.	.	.	1	400	5.4
LEATHER	9	2,617	3.7	7	1,953	4.3	2	664	2.0
TEXTILE	2	1,450	4.9	.	.	.	2	1,450	4.9
KNITTING MILLS	3	612	3.8	.	.	.	3	612	3.8
CLOTHING	1	600	2.2	.	.	.	1	600	2.2
WOOD	2	554	4.1	.	.	.	2	554	4.1
FURNITURE, FIXTURES	4	1,209	3.3	2	669	3.4	2	540	3.3
PAPER	2	583	4.5	.	.	.	2	583	4.5
PRINTING, PUBLISHING	13	5,843	5.1	.	.	.	13	5,843	5.1
PRIMARY METALS	1	210	0.0	.	.	.	1	210	0.0
FABRICATED METALS	10	4,037	3.7	7	3,413	3.4	3	624	5.3
	4	1,339	4.2	1	559	5.8	3	780	3.1

(CONTINUED)

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY

	ALL AGREEMENTS						AGREEMENTS WITH COLA						AGREEMENTS WITHOUT COLA					
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING																		
MACHINERY	9	3,497	3.2	3	1,884	3.7	6	1,613	2.7									
TRANSPORTATION EQUIPMENT	18	7,421	5.1	9	4,771	5.4	9	2,650	4.5									
ELECTRICAL PRODUCTS	16	10,135	4.8	11	8,028	5.2	5	2,107	3.3									
NON-METALLIC MINERALS	5	1,815	3.5	3	1,210	3.0	2	605	4.4									
CHEMICALS	4	1,441	3.7	1	200	5.8	3	1,241	3.3									
OTHER MANUFACTURING	1	623	5.8	.	.	.	1	623	5.8									
TOTAL	406	386,746	5.0	71	82,863	5.4	335	303,883	4.9									
NON-MANUFACTURING EXCL CONSTRUCTION																		
FORESTRY	5	2,090	5.5	.	.	.	5	2,090	5.5									
MINING, QUARRYING	5	9,316	6.7	4	9,066	6.7	1	250	7.1									
TRANSPORTATION	17	20,791	4.1	11	17,162	4.1	6	3,629	4.0									
COMMUNICATIONS	9	18,527	5.1	4	14,612	5.6	5	3,915	3.2									
ELECTRIC, GAS, WATER	9	3,295	5.5	5	1,950	5.5	4	1,345	5.4									
WHOLESALE TRADE	2	1,030	3.6	1	230	5.6	1	800	3.1									
RETAIL TRADE	8	11,081	5.4	1	1,350	5.2	7	9,731	5.4									
FINANCE, INSURANCE CARRIERS	1	373	2.3	.	.	.	1	373	2.3									

(CONTINUED)

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
REAL ESTATE, INSURANCE AGENCIES	2	1,053	4.6	.	.	.	2	1,053	4.6
EDUCATION, RELATED SERVICES	135	96,551	5.8	44	38,243	5.6	91	58,308	6.0
HEALTH, WELFARE SERVICES	113	41,968	7.7	.	.	.	113	41,968	7.7
MANAGEMENT SERVICES	4	1,388	5.6	.	.	.	4	1,388	5.6
PERSONAL SERVICES	2	1,314	4.9	.	.	.	2	1,314	4.9
ACCOMMODATION, FOOD SERVICES	5	1,733	3.7	.	.	.	5	1,733	3.7
FEDERAL GOVERNMENT	33	75,938	1.7	.	.	.	33	75,938	1.7
PROVINCIAL GOVERNMENT	11	56,833	5.8	.	.	.	11	56,833	5.8
LOCAL GOVERNMENT	45	43,465	5.5	1	250	6.4	44	43,215	5.5
TOTAL	14	6,480	1.9	.	.	.	14	6,480	1.9
CONSTRUCTION	14	6,480	1.9	.	.	.	14	6,480	1.9

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	109	121,959	5.7	314	239,872	4.5	129	88,985	4.7	2	725	3.3	1	430	2.6
MANUFACTURING	9	3,297	3.2	47	19,681	4.4	76	34,612	4.6	2	725	3.3	1	430	2.6
FOOD, BEVERAGE	1	335	4.0	14	7,791	4.8	15	6,233	4.5	.	.	.	.	.	.
TOBACCO PRODUCTS	.	.	.	1	400	5.4	.	.	.	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	4	1,025	2.7	5	1,592	4.3	.	.	.	.	.	.
LEATHER	1	1,200	5.0	.	.	.	1	250	4.7	.	.	.	.	.	1
TEXTILE	2	412	2.7	1	200	6.0	.	.	.	.	.	.	.	.	5
KNITTING MILLS	.	.	.	.	.	.	1	600	2.2	.	.	.	.	.	.
CLOTHING	.	.	.	1	230	3.0	1	324	4.9	.	.	.	.	.	.
WOOD	.	.	.	2	540	3.3	2	669	3.4	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	2	583	4.5	.	.	.	.	.	.	.	.	.
PAPER	.	.	.	1	240	6.1	12	5,603	5.0	.	.	.	.	.	.
PRINTING, PUBLISHING	1	210	0.0	.	.	.	.	.	.	.	.	.	.	.	.
PRIMARY METALS	1	220	6.0	.	.	.	9	3,817	3.6	.	.	.	.	.	.
FABRICATED METALS	.	.	.	2	575	3.3	2	764	4.9	.	.	.	.	.	.

(CONTINUED)

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
MANUFACTURING															
MACHINERY	1	310	0.0	4	1,926	4.3	2	481	3.3	1	350	0.7	1	430	2.6
TRANSPORTATION EQUIPMENT	1	350	0.0	.	.	.	16	6,696	5.3	1	375	5.6	.	.	.
ELECTRICAL PRODUCTS	1	260	2.8	7	3,262	4.6	8	6,613	5.0	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	3	845	3.8	2	970	3.1	.	.	.	.	.	.
CHEMICALS	.	.	.	4	1,441	3.7	.	.	.	.	.	.	.	.	.
OTHER MANUFACTURING	.	.	.	1	623	5.8	.	.	.	.	.	.	.	.	.
TOTAL	93	115,032	6.0	260	217,341	4.6	53	54,373	4.8	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION															
FORESTRY	.	.	.	.	.	.	5	2,090	5.5	.	.	.	.	.	.
MINING, QUARRYING	2	1,234	9.5	.	.	.	3	8,082	6.3	.	.	.	.	.	.
TRANSPORTATION	2	1,340	3.3	8	12,372	4.7	7	7,079	3.2	.	.	.	.	.	.
COMMUNICATIONS	.	.	.	1	1,190	3.0	8	17,337	5.2	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	8	2,920	5.6	1	375	4.5	.	.	.	.	.	.
WHOLESALE TRADE	.	.	.	1	800	3.1	1	230	5.6	.	.	.	.	.	.
RETAIL TRADE	1	275	0.0	3	7,200	5.8	4	3,606	5.0	.	.	.	.	.	.
FINANCE, INSURANCE CARRIERS	1	373	2.3	.	.	.	.	.	.	.	.	.	.	.	.

(CONTINUED)

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS				FIVE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION																				
REAL ESTATE, INSURANCE AGENCIES	.	.	.	2	1,053	4.6	.	.	.	.	.	.	.	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	49	36,894	6.2	77	56,258	5.6	9	3,399	6.3	.	.	.	.	.	.	.	.	.	.	.
HEALTH, WELFARE SERVICES	5	1,273	9.1	106	40,230	7.7	2	465	5.9	.	.	.	.	.	.	.	.	.	.	.
MANAGEMENT SERVICES	.	.	.	3	954	5.7	1	434	5.3	.	.	.	.	.	.	.	.	.	.	.
PERSONAL SERVICES	.	.	.	.	.	.	2	1,314	4.9	.	.	.	.	.	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	3	1,000	2.7	2	733	5.2	.	.	.	.	.	.	.	.	.	.	.
FEDERAL GOVERNMENT	1	1,185	5.1	27	67,602	1.5	5	7,151	2.4	.	.	.	.	.	.	.	.	.	.	.
PROVINCIAL GOVERNMENT	11	56,833	5.8	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	21	15,625	6.3	21	25,762	5.0	3	2,078	5.1	.	.	.	.	.	.	.	.	.	.	.
TOTAL	7	3,630	-0.0	7	2,850	4.3	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CONSTRUCTION	7	3,630	-0.0	7	2,850	4.3	.	.	.	.	.	.	.	.	.	.	.	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	10	7,093	6.4	53	47,350	5.2	59	53,938	5.1	1	350	0.7	1	430	2.6
MANUFACTURING	2	610	1.2	10	4,144	5.0	39	20,764	4.8	1	350	0.7	1	430	2.6
FOOD, BEVERAGE	.	.	.	1	200	5.3	8	3,411	5.1	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	3	765	3.6	4	1,188	4.7	.	.	.	.	.	.
WOOD	.	.	.	.	.	.	2	669	3.4	.	.	.	.	.	.
PRIMARY METALS	.	.	.	.	.	.	7	3,413	3.4	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	1	559	5.8	.	.	.	.	.	.
MACHINERY	.	.	.	1	1,104	5.0	.	.	.	1	350	0.7	1	430	2.6
TRANSPORTATION EQUIPMENT	1	350	0.0	.	.	.	8	4,421	5.8	.	.	.	.	.	.
ELECTRICAL PRODUCTS	1	260	2.8	3	1,635	6.0	7	6,133	5.1	.	.	.	.	.	.
NON-METALLIC MINERALS	.	.	.	1	240	2.4	2	970	3.1	.	.	.	.	.	.
CHEMICALS	.	.	.	1	200	5.8	.	.	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	8	6,483	6.9	43	43,206	5.3	20	33,174	5.3	.	.	.	.	.	.
MINING, QUARRYING	1	984	10.1	.	.	.	3	8,082	6.3	.	.	.	.	.	.
TRANSPORTATION	1	900	2.5	5	10,162	4.9	5	6,100	3.0	.	.	.	.	.	.

(CONTINUED)

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION															
COMMUNICATIONS	.	.	.	.	.	.	4	14,612	5.6	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	4	1,575	5.7	1	375	4.5	.	.	.	.	.	.
WHOLESALE TRADE	.	.	.	.	.	.	1	230	5.6	.	.	.	.	.	.
RETAIL TRADE	.	.	.	.	.	.	1	1,350	5.2	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	6	4,599	7.0	33	31,219	5.4	5	2,425	6.6	.	.	.	.	.	.
LOCAL GOVERNMENT	.	.	.	1	250	6.4	.	.	.	.	.	.	.	.	.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT		
ALL INDUSTRIES	99	114,866	5.7	261	192,522	4.4	70	35,047	4.1	1	375	5.6								
MANUFACTURING	7	2,687	3.6	37	15,537	4.3	37	13,848	4.3	1	375	5.6								
FOOD, BEVERAGE	1	335	4.0	13	7,591	4.8	7	2,822	3.8	.	.	.								
TOBACCO PRODUCTS	.	.	.	1	400	5.4	.	.	.	.	.	.		
RUBBER, PLASTICS	.	.	.	1	260	0.0	1	404	3.3	.	.	.								
LEATHER	1	1,200	5.0	.	.	.	1	250	4.7	.	.	.								
TEXTILE	2	412	2.7	1	200	6.0	.	.	.	.	.	.		
KNITTING MILLS	.	.	.	.	.	.	1	600	2.2	.	.	.						
CLOTHING	.	.	.	1	230	3.0	1	324	4.9	.	.	.								
WOOD	.	.	.	2	540	3.3	.	.	.	.	.	.		
FURNITURE, FIXTURES	.	.	.	2	583	4.5	.	.	.	.	.	.		
PAPER	.	.	.	1	240	6.1	12	5,603	5.0	.	.	.								
PRINTING, PUBLISHING	1	210	0.0	.	.	.	.	.	.	.	.	.
PRIMARY METALS	1	220	6.0	.	.	.	2	404	4.8	.	.	.								
FABRICATED METALS	.	.	.	2	575	3.3	1	205	2.6	.	.	.								

(CONTINUED)

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS						TWO-YEAR AGREEMENTS						THREE-YEAR AGREEMENTS						FOUR-YEAR AGREEMENTS					
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING																								
MACHINERY	1	310	0.0	3	822	3.4	2	481	3.3															
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	8	2,275	4.3							1	375	5.6						
ELECTRICAL PRODUCTS	.	.	.	4	1,627	3.3	1	480	3.6															
NON-METALLIC MINERALS	.	.	.	2	605	4.4	.	.	.															
CHEMICALS	.	.	.	3	1,241	3.3	.	.	.															
OTHER MANUFACTURING	.	.	.	1	623	5.8	.	.	.															
NON-MANUFACTURING EXCL CONSTRUCTION	85	108,549	5.9	217	174,135	4.4	33	21,199	4.0															
FORESTRY	.	.	.	.	.	.	5	2,090	5.5															
MINING, QUARRYING	1	250	7.1	.	.	.	.	.	.									
TRANSPORTATION	1	440	4.8	3	2,210	3.7	2	979	4.3															
COMMUNICATIONS	.	.	.	1	1,190	3.0	4	2,725	3.3															
ELECTRIC, GAS, WATER	.	.	.	4	1,345	5.4	.	.	.															
WHOLESALE TRADE	.	.	.	1	800	3.1	.	.	.															
RETAIL TRADE	1	275	0.0	3	7,200	5.8	3	2,256	4.8															
FINANCE, INSURANCE CARRIERS	1	373	2.3	.	.	.	.	.	.									

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	AGMTS	EMPLS	PERCENT	AGMTS	AGMTS	EMPLS	PERCENT	AGMTS	AGMTS	EMPLS	PERCENT	AGMTS
NON-MANUFACTURING EXCL CONSTRUCTION																
REAL ESTATE, INSURANCE AGENCIES	.	.	.	.	2	1,053	4.6	.	.	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	43	32,295	6.1	44	25,039	5.8	5.8	4	974	5.6	5.6	.	.	.	.	.
HEALTH, WELFARE SERVICES	5	1,273	9.1	106	40,230	7.7	7.7	2	465	5.9	5.9	.	.	.	.	.
MANAGEMENT SERVICES	.	.	.	3	954	5.7	5.7	1	434	5.3	5.3	.	.	.	.	.
PERSONAL SERVICES	.	.	.	.	.	.	.	2	1,314	4.9	4.9	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	3	1,000	2.7	2.7	2	733	5.2	5.2	.	.	.	.	.
FEDERAL GOVERNMENT	1	1,185	5.1	27	67,602	1.5	1.5	5	7,151	2.4	2.4	.	.	.	.	.
PROVINCIAL GOVERNMENT	11	56,833	5.8	.	.	.	.	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	21	15,625	6.3	20	25,512	5.0	5.0	3	2,078	5.1	5.1	.	.	.	.	.
TOTAL	7	3,630	-0.0	7	2,850	4.3	4.3	.	.	.	.	.	.	.	.	.
CONSTRUCTION	7	3,630	-0.0	7	2,850	4.3	4.3	.	.	.	.	.	.	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL									
CONSTRUCTION									
TOTAL	555	451,971		124	109,161		431	342,810	
NO INCREASE	15	6,305		1	350		14	5,955	
DECREASE	1	380		.	.		1	380	
UNDER 3.0 PERCENT	66	93,275		12	8,325		54	84,950	
3.0 - 3.9 PERCENT	34	15,338		16	6,476		18	8,862	
4.0 - 4.9 PERCENT	62	62,389		18	20,007		44	42,382	
5.0 - 5.9 PERCENT	170	170,006		54	52,603		116	117,403	
6.0 - 6.9 PERCENT	70	50,891		13	14,981		57	35,910	
7.0 - 7.9 PERCENT	51	20,345		6	4,155		45	16,190	
8.0 PERCENT AND OVER	86	33,042		4	2,264		82	30,778	
TOTAL	135	58,745		53	26,298		82	32,447	
MANUFACTURING									
NO INCREASE	7	2,560		1	350		6	2,210	
UNDER 3.0 PERCENT	22	8,298		9	3,425		13	4,873	
3.0 - 3.9 PERCENT	22	7,410		12	4,506		10	2,904	
4.0 - 4.9 PERCENT	22	9,357		5	1,970		17	7,387	

(CONTINUED)

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
MANUFACTURING	5.0 - 5.9 PERCENT	43	23,453	17	12,149	26	11,304		
	6.0 - 6.9 PERCENT	14	5,248	5	1,779	9	3,469		
	7.0 - 7.9 PERCENT	4	1,969	3	1,669	1	300		
	8.0 PERCENT AND OVER	1	450	1	450	.	.		
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	406	386,746	71	82,863	335	303,883		
	NO INCREASE	2	495	.	.	2	495		
	UNDER 3.0 PERCENT	42	83,927	3	4,900	39	79,027		
	3.0 - 3.9 PERCENT	12	7,928	4	1,970	8	5,958		
	4.0 - 4.9 PERCENT	40	53,032	13	18,037	27	34,995		
	5.0 - 5.9 PERCENT	125	146,053	37	40,454	88	105,599		
	6.0 - 6.9 PERCENT	55	45,143	8	13,202	47	31,941		
	7.0 - 7.9 PERCENT	45	17,576	3	2,486	42	15,090		
CONSTRUCTION	8.0 PERCENT AND OVER	85	32,592	3	1,814	82	30,778		
	TOTAL	14	6,480	.	.	14	6,480		
	NO INCREASE	6	3,250	.	.	6	3,250		

(CONTINUED)

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	
CONSTRUCTION	DECREASE	1	380	.	.	.	1	380	
	UNDER 3.0 PERCENT	2	1,050	.	.	.	2	1,050	
	5.0 - 5.9 PERCENT	2	500	.	.	.	2	500	
	6.0 - 6.9 PERCENT	1	500	.	.	.	1	500	
	7.0 - 7.9 PERCENT	2	800	.	.	.	2	800	
	TOTAL	190	107,545	66	55,520	124	52,025		
PRIVATE SECTOR	NO INCREASE	14	6,085	1	350	13	5,735		
	DECREASE	1	380	.	.	.	1	380	
	UNDER 3.0 PERCENT	31	15,320	11	7,425	20	7,895		
	3.0 - 3.9 PERCENT	28	11,543	14	6,006	14	5,537		
	4.0 - 4.9 PERCENT	26	11,067	6	2,320	20	8,747		
	5.0 - 5.9 PERCENT	60	43,117	22	26,805	38	16,312		
	6.0 - 6.9 PERCENT	19	14,730	7	9,511	12	5,219		
	7.0 - 7.9 PERCENT	7	3,019	3	1,669	4	1,350		
	8.0 PERCENT AND OVER	4	2,284	2	1,434	2	850		

(CONTINUED)

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PUBLIC SECTOR						
TOTAL	365	344,426	58	53,641	307	290,785
NO INCREASE	1	220	.	.	1	220
UNDER 3.0 PERCENT	35	77,955	1	900	34	77,055
3.0 - 3.9 PERCENT	6	3,795	2	470	4	3,325
4.0 - 4.9 PERCENT	36	51,322	12	17,687	24	33,635
5.0 - 5.9 PERCENT	110	126,889	32	25,798	78	101,091
6.0 - 6.9 PERCENT	51	36,161	6	5,470	45	30,691
7.0 - 7.9 PERCENT	44	17,326	3	2,486	41	14,840
8.0 PERCENT AND OVER	82	30,758	2	830	80	29,928

TABLE 7
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
TOTAL									
ALL AGREEMENTS	555	451,971	4.9	124	109,161	5.2	431	342,810	4.8
PRIVATE SECTOR	190	107,545	4.6	66	55,520	5.0	124	52,025	4.1
PUBLIC SECTOR	365	344,426	5.0	58	53,641	5.5	307	290,785	4.9
FIRST QUARTER 1991									
ALL AGREEMENTS	220	153,081	6.2	50	40,086	5.6	170	112,995	6.4
PRIVATE SECTOR	63	43,586	5.2	30	29,188	5.2	33	14,398	5.2
PUBLIC SECTOR	157	109,495	6.5	20	10,898	6.4	137	98,597	6.6
SECOND QUARTER 1991									
ALL AGREEMENTS	144	111,439	5.2	33	23,208	5.5	111	88,231	5.1
PRIVATE SECTOR	57	31,434	4.2	15	12,191	5.4	42	19,243	3.4
PUBLIC SECTOR	87	80,005	5.5	18	11,017	5.6	69	68,988	5.5
THIRD QUARTER 1991 (r)									
ALL AGREEMENTS	91	68,703	4.8	22	26,639	4.5	69	42,064	5.0
PRIVATE SECTOR	36	19,575	3.9	11	9,521	3.6	25	10,054	4.1
PUBLIC SECTOR	55	49,128	5.2	11	17,118	5.1	44	32,010	5.3
FOURTH QUARTER 1991 (p)									
ALL AGREEMENTS	100	118,748	3.1	19	19,228	5.3	81	99,520	2.6
PRIVATE SECTOR	34	12,950	4.3	10	4,620	5.3	24	8,330	3.8
PUBLIC SECTOR	66	105,798	2.9	9	14,608	5.2	57	91,190	2.5

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	EMPLS
TOTAL	555	451,971	190	107,545	365	344,426			
1-3 MONTHS	258	159,221	113	62,437	145	96,784			
4-6 MONTHS	174	203,949	56	36,557	118	167,392			
7-9 MONTHS	50	46,562	6	2,608	44	43,954			
10-12 MONTHS	44	27,229	9	3,333	35	23,896			
13 MONTHS AND OVER	29	15,010	6	2,610	23	12,400			

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	5.1
PRIVATE SECTOR	4.2
PUBLIC SECTOR	5.6

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	
TOTAL	555	451,971	190	107,545	365	344,426			
DIRECT BARGAINING	206	153,614	76	46,633	130	106,981			
CONCILIATION	53	26,896	27	10,518	26	16,378			
POST CONCILIATION BARGAINING	46	29,087	19	17,777	27	11,310			
MEDIATION	167	123,952	50	23,173	117	100,779			
POST MEDIATION BARGAINING	8	15,963	1	1,104	7	14,859			
POST FACT FINDER BARGAINING	7	8,509	.	.	7	8,509			
ARBITRATION	17	6,399	2	650	15	5,749			
WORK STOPPAGE	26	20,980	15	7,690	11	13,290			
LEGISLATION	25	66,571	.	.	25	66,571			

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1991

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS
TOTAL	555	451,971	258	159,221	174	203,949	50	46,562	44	27,229	29	15,010						
DIRECT BARGAINING	206	153,614	115	71,133	56	51,518	25	24,284	6	4,834	4	1,845						
CONCILIATION	53	26,896	22	8,476	21	8,539	5	2,826	5	7,055	.	.						
POST CONCILIATION BARGAINING	46	29,087	18	16,905	13	6,539	2	1,413	4	1,090	9	3,140						
MEDIATION	167	123,952	90	54,943	51	56,586	9	2,340	17	10,083	.	.						
POST MEDIATION BARGAINING	8	15,963	2	1,406	1	7,957	2	5,646	2	460	1	494						
POST FACT FINDER BARGAINING	7	8,509	.	.	1	400	3	6,347	3	1,762	.	.						
ARBITRATION	17	6,399	4	1,940	.	.	.	.	1	505	12	3,954						
WORK STOPPAGE	26	20,980	7	4,418	8	10,962	4	3,706	6	1,440	1	454						
LEGISLATION	25	66,571	.	.	23	61,448	.	.	.	.	2	5,123						

Industrial Relations Division
Office of Collective Bargaining Information

CAZON
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- W12

ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FIRST QUARTER 1992



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the first quarter of 1992.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Tim Hennigar, Research Economist (416) 326-1291.

Wage Developments in Collective Bargaining Settlements in Ontario, First Quarter, 1992

During the first quarter of 1992, settlements were negotiated in 86 collective agreements covering 200 or more Ontario employees. A total of 129,104 employees were affected by these settlements, concentrated in the provincial government, utilities and education and related services sectors.

Wage Adjustments

Including COLA estimates, first quarter settlements provided increases on base wage rates averaging 2.7% per year over the terms of the agreements, down from 3.1% for settlements in the fourth quarter of 1991. (See Chart 1 and Table 1.) The 2.7% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 3.0%, down from a revised 4.0% in the fourth quarter of 1991. Private sector settlements without COLA averaged 3.2%. All public sector settlements averaged 2.6%; those without COLA averaged 4.9% (See Table 7.)

Manufacturing industry settlements accounted for 29 of the 86 agreements ratified in the first quarter of 1992 and 12,711 (9.8%) of the employees. These agreements provided an average annual base wage increase of 3.2%. The 57 agreements covering 116,393 employees in non-manufacturing industries provided an average annual base wage increase of 2.7%. (See Table 2.)

Major settlements in the first quarter of 1992 included 51,200 provincial government employees whose average annual base wage increase was 2.0%; 20,763 utilities employees whose average annual base wage increase was 1.6%; and 19,657 education and related services employees whose average annual base wage increase was 4.6%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 4.1% per year, up from a revised 2.7% in the fourth quarter of 1991. The 29 agreements with COLA provisions provided for a negotiated increase of 2.1% down from a revised 5.1% in the fourth quarter.

Forty-eight percent of the first quarter settlements were for a 2-year term, 18 were for a 3-year term, and 26 (30%) were for a 1-year term. One agreement, covering 270 employees, was for a 4-year term. Of the 29 agreements with COLA, 17 were for a duration of 2 years and 10 were for a duration of 3 years. There were 2 agreements with a 1 year term. (See Table 3, 4, and 5.)

Six agreements, covering 3.1% of the employees, provided for increases of 6.0% or more per year while 15 agreements, covering 9,048 employees, provided for increases between 5.0 and 5.9% per year. Sixty-five agreements, covering 116,017 (89.9%) of the employees provided for increases of less than 5%. (Table 6.)

Negotiations

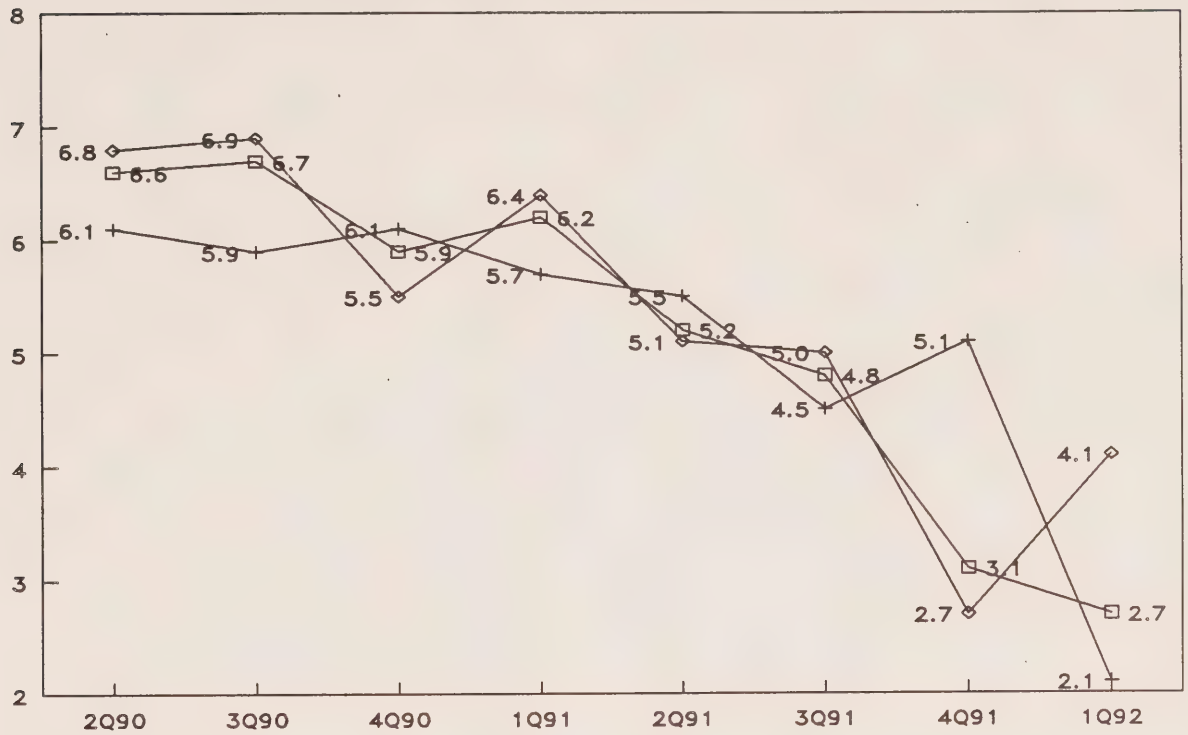
The first quarter settlements were reached in an average of 6.1 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See Table 8.) Forty-two percent of the agreements, covering 61% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.0 months compared with an average of 8.1 months for the public sector.

Settlements were reached by the parties without outside assistance in 37% of the agreements covering 61% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Two sets of negotiations, covering 780 employees, involved work stoppages.

CHART 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Agreements Covering 200 or More Employees

PERCENT

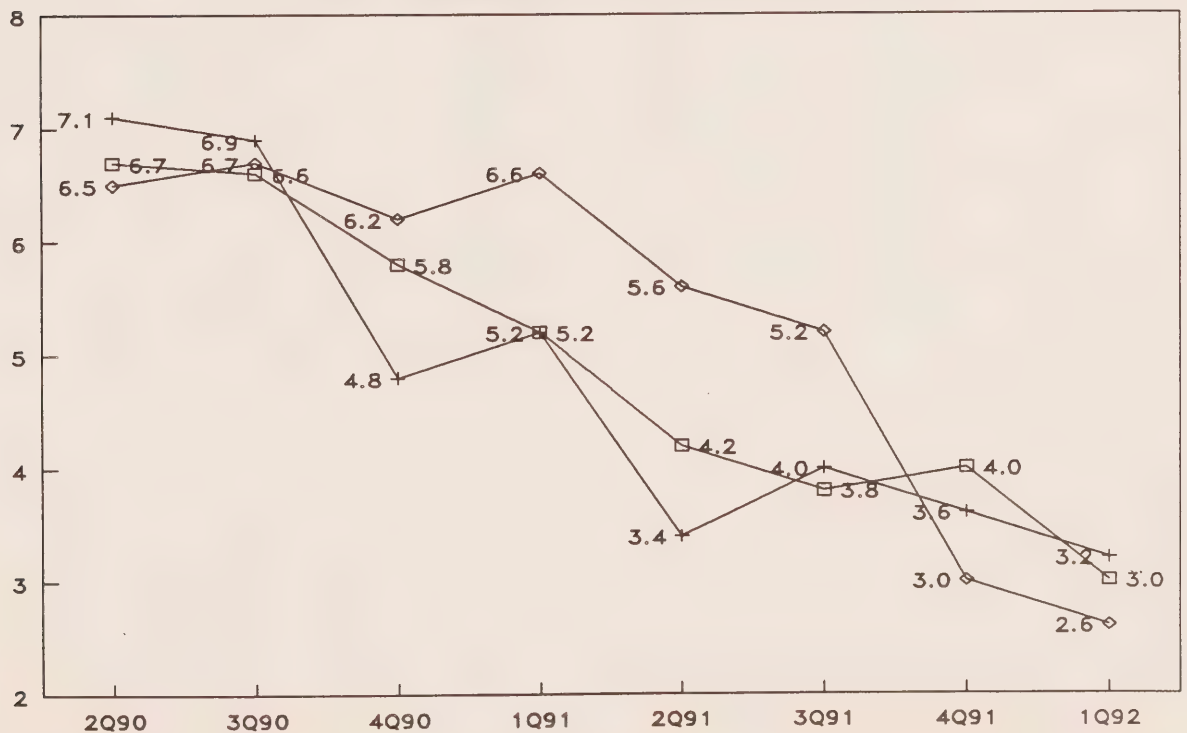


□ All agreements + With COLA ◇ Without COLA
Increases shown include COLA estimates.

CHART 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements covering 200 or More Employees

PERCENT



□ All Private Sector + Without COLA ◇ All Public Sector
Increases shown include COLA estimates.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1991 TO FIRST QUARTER 1992
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	220	152,945	6.2	50	40,086	5.7	170	112,859	6.4			
ALL INDUSTRIES EXCL CONSTRUCTION	219	152,645	6.2	50	40,086	5.7	169	112,559	6.4			
CONSTRUCTION	1	300	5.0	.	.	.	1	300	5.0			
SECOND QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	143	106,653	5.2	33	23,208	5.5	110	83,445	5.1			
ALL INDUSTRIES EXCL CONSTRUCTION	135	102,393	5.4	33	23,208	5.5	102	79,185	5.3			
CONSTRUCTION	8	4,260	0.6	.	.	.	8	4,260	0.6			
THIRD QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	93	69,072	4.8	22	26,466	4.5	71	42,606	5.0			
ALL INDUSTRIES EXCL CONSTRUCTION	88	67,152	4.9	22	26,466	4.5	66	40,686	5.1			
CONSTRUCTION	5	1,920	4.3	.	.	.	5	1,920	4.3			
FOURTH QUARTER 1991 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	117	126,889	3.1	22	20,300	5.1	95	106,589	2.7			
ALL INDUSTRIES EXCL CONSTRUCTION	117	126,889	3.1	22	20,300	5.1	95	106,589	2.7			
ALL INDUSTRIES INCL CONSTRUCTION	86	129,104	2.7	29	90,204	2.1	57	38,900	4.1			
ALL INDUSTRIES EXCL CONSTRUCTION	84	116,404	2.7	29	90,204	2.1	55	26,200	4.5			
CONSTRUCTION	2	12,700	3.3	.	.	.	2	12,700	3.3			
FIRST QUARTER 1992 (P)												

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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1991 TO FOURTH QUARTER 1992
SUMMARY BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1992									
ALL INDUSTRIES INCL CONSTRUCTION	100	137,146	2.7	36	92,394	2.1	64	44,752	4.0
ALL INDUSTRIES EXCL CONSTRUCTION	96	120,346	2.6	36	92,394	2.1	60	27,952	4.5
CONSTRUCTION	4	16,800	3.0	.	.	.	4	16,800	3.0

TABLE 7
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1991 TO FOURTH QUARTER 1992
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1992									
ALL AGREEMENTS	100	137,146	2.7	36	92,394	2.1	64	44,752	4.0
PRIVATE SECTOR	44	33,582	2.8	23	10,260	2.2	21	23,322	3.0
PUBLIC SECTOR	56	103,564	2.7	13	82,134	2.1	43	21,430	5.0

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	86	129,104	2.7	29	90,204	2.1	57	38,900	4.1			
MANUFACTURING	29	12,711	3.2	13	5,740	3.1	16	6,971	3.3			
FOOD, BEVERAGE	5	1,514	2.8	1	250	4.0	4	1,264	2.5			
RUBBER, PLASTICS	2	440	2.5	2	440	2.5	.	.	.			
TEXTILE	2	1,435	4.0	.	.	.	2	1,435	4.0			
CLOTHING	1	225	4.0	.	.	.	1	225	4.0			
FURNITURE, FIXTURES	1	320	1.5	.	.	.	1	320	1.5			
PAPER	1	275	1.4	.	.	.	1	275	1.4			
PRINTING, PUBLISHING	1	205	4.4	.	.	.	1	205	4.4			
PRIMARY METALS	1	225	2.2	1	225	2.2	.	.	.			
FABRICATED METALS	3	1,305	3.3	2	805	3.5	1	500	3.0			
TRANSPORTATION EQUIPMENT	3	852	3.0	2	650	2.7	1	202	4.1			
ELECTRICAL PRODUCTS	6	4,370	3.5	5	3,370	3.1	1	1,000	5.0			
PETROLEUM, COAL	1	204	2.5	.	.	.	1	204	2.5			
CHEMICALS	2	1,341	2.7	.	.	.	2	1,341	2.7			

(CONTINUED)

TABLE 2 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
 BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
TOTAL	55	103,693	2.6		16	84,464	2.0		39	19,229	5.0	
TRANSPORTATION	3	1,880	1.0		1	1,400	0.0		2	480	3.9	
COMMUNICATIONS	4	4,400	4.2		.	.	.		4	4,400	4.2	
ELECTRIC, GAS, WATER	3	20,763	1.6		3	20,763	1.6		.	.	.	
REAL ESTATE, INSURANCE AGENCIES	1	200	3.5		.	.	.		1	200	3.5	
EDUCATION, RELATED SERVICES	27	19,657	4.6		9	10,094	3.4		18	9,563	6.0	
HEALTH, WELFARE SERVICES	8	1,959	4.6		.	.	.		8	1,959	4.6	
MANAGEMENT SERVICES	1	450	3.0		.	.	.		1	450	3.0	
ACCOMMODATION, FOOD SERVICES	1	233	0.0		.	.	.		1	233	0.0	
PROVINCIAL GOVERNMENT	1	51,200	2.0		1	51,200	2.0		.	.	.	
LOCAL GOVERNMENT	6	2,951	3.2		2	1,007	2.7		4	1,944	3.5	
TOTAL	2	12,700	3.3		.	.	.		2	12,700	3.3	
CONSTRUCTION	2	12,700	3.3		.	.	.		2	12,700	3.3	

NON-MANUFACTURING EXCL
 CONSTRUCTION

CONSTRUCTION

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TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
ALL INDUSTRIES	26	12,709	3.7	41	94,913	2.4	18	21,212	3.5	1	270	3.4				
MANUFACTURING	2	490	1.3	11	4,939	3.2	15	7,012	3.3	1	270	3.4				
FOOD, BEVERAGE	1	205	3.0	4	1,309	2.7	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	2	440	2.5	.	.	.				
TEXTILE	1	285	0.0	1	1,150	5.0	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	1	225	4.0	.	.	.				
FURNITURE, FIXTURES	.	.	.	.	.	.	1	320	1.5	.	.	.				
PAPER	.	.	.	1	275	1.4	.	.	.	.	.	.
PRINTING, PUBLISHING	.	.	.	1	205	4.4	.	.	.	.	.	.
PRIMARY METALS	.	.	.	1	225	2.2	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	3	1,305	3.3	.	.	.				
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	3	852	3.0	.	.	.				
ELECTRICAL PRODUCTS	.	.	.	1	500	3.0	5	3,870	3.6	.	.	.				
PETROLEUM, COAL	.	.	.	1	204	2.5	.	.	.	.	.	.
CHEMICALS	.	.	.	1	1,071	2.5	.	.	.	1	270	3.4				

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT		AGMTS	EMPLS	PCT		AGMTS	EMPLS	PCT		AGMTS	EMPLS	PCT	
NON-MANUFACTURING EXCL CONSTRUCTION																
TOTAL	24	12,219	3.8		30	89,974	2.3		1	1,500	6.6		.	.	.	
TRANSPORTATION	1	1,400	0.0		2	480	3.9		.	.	.		.	.	.
COMMUNICATIONS	3	2,900	3.0		.	.	.		1	1,500	6.6		.	.	.	
ELECTRIC, GAS, WATER	.	.	.		3	20,763	1.6		.	.	.		.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.		1	200	3.5		.	.	.		.	.	.
EDUCATION, RELATED SERVICES	13	5,313	5.5		14	14,344	4.3		.	.	.		.	.	.
HEALTH, WELFARE SERVICES	4	1,073	2.9		4	886	6.7		.	.	.		.	.	.
MANAGEMENT SERVICES	1	450	3.0		.	.	.		.	.	.		.	.	.
ACCOMMODATION, FOOD SERVICES	1	233	0.0		.	.	.		.	.	.		.	.	.
PROVINCIAL GOVERNMENT	.	.	.		1	51,200	2.0		.	.	.		.	.	.
LOCAL GOVERNMENT	1	850	5.3		5	2,101	2.4		
TOTAL		2	12,700	3.3		.	.	.	
CONSTRUCTION		2	12,700	3.3		.	.	.	

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AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	2	2,000	0.9	17	83,439	2.1	10	4,765	10	4,765	3.1	3.1
MANUFACTURING	.	.	.	3	975	3.1	10	4,765	10	4,765	3.1	3.1
FOOD, BEVERAGE	.	.	.	1	250	4.0	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	2	440	2	440	2.5	2.5
PRIMARY METALS	.	.	.	1	225	2.2	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	2	805	2	805	3.5	3.5
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	650	2	650	2.7	2.7
ELECTRICAL PRODUCTS	.	.	.	1	500	3.0	4	2,870	4	2,870	3.1	3.1
NON-MANUFACTURING EXCL CONSTRUCTION	2	2,000	0.9	14	82,464	2.1	.	.	.	.	.	.
TRANSPORTATION	1	1,400	0.0	.	.	.	.	.	.	.	.	.
ELECTRIC, GAS, WATER	.	.	.	3	20,763	1.6	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	1	600	3.0	8	9,494	3.4	.	.	.	.	.	.
PROVINCIAL GOVERNMENT	.	.	.	1	51,200	2.0	.	.	.	.	.	.
LOCAL GOVERNMENT	.	.	.	2	1,007	2.7	.	.	.	.	.	.

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	24	10,709	4.2	24	11,474	4.7	8	16,447	3.6	1	270	3.4
MANUFACTURING	2	490	1.3	8	3,964	3.2	5	2,247	3.9	1	270	3.4
FOOD, BEVERAGE	1	205	3.0	3	1,059	2.4	.	.	.	.	.	.
TEXTILE	1	285	0.0	1	1,150	5.0	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	1	225	4.0	.	.	.
FURNITURE, FIXTURES	.	.	.	.	.	.	1	320	1.5	.	.	.
PAPER	.	.	.	1	275	1.4	.	.	.	.	.	.
PRINTING, PUBLISHING	.	.	.	1	205	4.4	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	1	500	3.0	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	1	202	4.1	.	.	.
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	1,000	5.0	.	.	.
PETROLEUM, COAL	.	.	.	1	204	2.5	.	.	.	.	.	.
CHEMICALS	.	.	.	1	1,071	2.5	.	.	.	1	270	3.4
NON-MANUFACTURING EXCL CONSTRUCTION	22	10,219	4.4	16	7,510	5.4	1	1,500	6.6	.	.	.
TRANSPORTATION	.	.	.	2	480	3.9	.	.	.	.	.	.
COMMUNICATIONS	3	2,900	3.0	.	.	.	1	1,500	6.6	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION																
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	200	3.5	.	.	.	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	12	4,713	5.8	6	4,850	6.2	.	.	.	.	.	.	.	.	.	.
HEALTH, WELFARE SERVICES	4	1,073	2.9	4	886	6.7	.	.	.	.	.	.	.	.	.	.
MANAGEMENT SERVICES	1	450	3.0	.	.	.	.	.	.	.	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	1	233	0.0	.	.	.	.	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	1	850	5.3	3	1,094	2.2	.	.	.	.	.	.	.	.	.	.
TOTAL	.	.	.	.	.	.	.	.	2	12,700	3.3	.	.	.	.	.
CONSTRUCTION	.	.	.	.	.	.	.	.	2	12,700	3.3	.	.	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION						
TOTAL	86	129,104	29	90,204	57	38,900
NO INCREASE	4	2,332	1	1,400	3	932
UNDER 3.0 PERCENT	23	80,344	13	76,560	10	3,784
3.0 - 3.9 PERCENT	24	28,134	10	9,964	14	18,170
4.0 - 4.9 PERCENT	14	5,207	4	1,920	10	3,287
5.0 - 5.9 PERCENT	15	9,048	1	360	14	8,688
6.0 - 6.9 PERCENT	1	1,500	.	.	1	1,500
7.0 - 7.9 PERCENT	2	539	.	.	2	539
8.0 PERCENT AND OVER	3	2,000	.	.	3	2,000
TOTAL	29	12,711	13	5,740	16	6,971
MANUFACTURING						
NO INCREASE	2	699	.	.	2	699
UNDER 3.0 PERCENT	11	5,480	7	3,610	4	1,870
3.0 - 3.9 PERCENT	6	2,070	2	850	4	1,220
4.0 - 4.9 PERCENT	7	1,952	3	920	4	1,032
5.0 - 5.9 PERCENT	3	2,510	1	360	2	2,150

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
NON-MANUFACTURING EXCL CONSTRUCTION	TOTAL	55	103,693	16	84,464		39	19,229	
	NO INCREASE	2	1,633	1	1,400		1	233	
	UNDER 3.0 PERCENT	12	74,864	6	72,950		6	1,914	
	3.0 - 3.9 PERCENT	16	13,364	8	9,114		8	4,250	
	4.0 - 4.9 PERCENT	7	3,255	1	1,000		6	2,255	
	5.0 - 5.9 PERCENT	12	6,538	.	.		12	6,538	
CONSTRUCTION	6.0 - 6.9 PERCENT	1	1,500	.	.		1	1,500	
	7.0 - 7.9 PERCENT	2	539	.	.		2	539	
	8.0 PERCENT AND OVER	3	2,000	.	.		3	2,000	
	TOTAL	2	12,700	.	.		2	12,700	
	3.0 - 3.9 PERCENT	2	12,700	.	.		2	12,700	
	PRIVATE SECTOR	34	27,044	16	8,140		18	18,904	
PRIVATE SECTOR	NO INCREASE	4	2,332	1	1,400		3	932	
	UNDER 3.0 PERCENT	12	6,180	8	4,310		4	1,870	
	3.0 - 3.9 PERCENT	8	14,070	3	1,150		5	12,920	
	4.0 - 4.9 PERCENT	7	1,952	3	920		4	1,032	

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
5.0 - 5.9 PERCENT	3	2,510	1	360	2	2,150
PUBLIC SECTOR						
TOTAL	52	102,060	13	82,064	39	19,996
UNDER 3.0 PERCENT	11	74,164	5	72,250	6	1,914
3.0 - 3.9 PERCENT	16	14,064	7	8,814	9	5,250
4.0 - 4.9 PERCENT	7	3,255	1	1,000	6	2,255
5.0 - 5.9 PERCENT	12	6,538	.	.	12	6,538
6.0 - 6.9 PERCENT	1	1,500	.	.	1	1,500
7.0 - 7.9 PERCENT	2	539	.	.	2	539
8.0 PERCENT AND OVER	3	2,000	.	.	3	2,000

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TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FIRST QUARTER 1991 TO FIRST QUARTER 1992
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FIRST QUARTER 1991									
ALL AGREEMENTS	220	152,945	6.2	50	40,086	5.7	170	112,859	6.4
PRIVATE SECTOR	63	43,586	5.2	30	29,188	5.2	33	14,398	5.2
PUBLIC SECTOR	157	109,359	6.6	20	10,898	7.0	137	98,461	6.5
SECOND QUARTER 1991									
ALL AGREEMENTS	143	106,653	5.2	33	23,208	5.5	110	83,445	5.1
PRIVATE SECTOR	57	31,165	4.2	15	12,191	5.5	42	18,974	3.4
PUBLIC SECTOR	86	75,488	5.6	18	11,017	5.6	68	64,471	5.6
THIRD QUARTER 1991									
ALL AGREEMENTS	93	69,072	4.8	22	26,466	4.5	71	42,606	5.0
PRIVATE SECTOR	37	19,800	3.8	11	9,521	3.6	26	10,279	4.0
PUBLIC SECTOR	56	49,272	5.2	11	16,945	5.1	45	32,327	5.3
FOURTH QUARTER 1991 (r)									
ALL AGREEMENTS	117	126,889	3.1	22	20,300	5.1	95	106,589	2.7
PRIVATE SECTOR	41	15,876	4.0	13	5,692	4.7	28	10,184	3.6
PUBLIC SECTOR	76	111,013	3.0	9	14,608	5.2	67	96,405	2.6
FIRST QUARTER 1992 (P)									
ALL AGREEMENTS	86	129,104	2.7	29	90,204	2.1	57	38,900	4.1
PRIVATE SECTOR	34	27,044	3.0	16	8,140	2.5	18	18,904	3.2
PUBLIC SECTOR	52	102,060	2.6	13	82,064	2.1	39	19,996	4.9

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	EMPLS
TOTAL	86	129,104	34	27,044	52	102,060			
1-3 MONTHS	36	78,141	24	22,252	12	55,889			
4-6 MONTHS	22	30,392	9	4,517	13	25,875			
7-9 MONTHS	5	2,615	1	275	4	2,340			
10-12 MONTHS	19	16,263	.	.	19	16,263			
13 MONTHS AND OVER	4	1,693	.	.	4	1,693			

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	6.1
PRIVATE SECTOR	3.0
PUBLIC SECTOR	8.1

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	86	129,104		34	27,044		52	102,060	
DIRECT BARGAINING	32	79,335		18	20,105		14	59,230	
CONCILIATION	9	2,844		4	1,097		5	1,747	
POST CONCILIATION BARGAINING	5	3,450		3	1,550		2	1,900	
MEDIATION	26	38,184		9	4,292		17	33,892	
POST MEDIATION BARGAINING	6	2,925		.	.		6	2,925	
POST FACT FINDER BARGAINING	2	700		.	.		2	700	
ARBITRATION	4	886		.	.		4	886	
WORK STOPPAGE	2	780		.	.		2	780	

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FIRST QUARTER 1992

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS
TOTAL	86	129,104	36	78,141	22	30,392	5	2,615	19	16,263	4	1,693						
DIRECT BARGAINING	32	79,335	22	72,875	8	5,210	1	250	1	1,000	.	.						
CONCILIATION	9	2,844	4	1,214	4	1,427	.	.	1	203	.	.						
POST CONCILIATION BARGAINING	5	3,450	3	1,550	.	.	1	400	1	1,500	.	.						
MEDIATION	26	38,184	7	2,502	6	22,468	2	1,675	10	10,575	1	964						
POST MEDIATION BARGAINING	6	2,925	.	.	1	350	1	290	4	2,285	.	.						
POST FACT FINDER BARGAINING	2	700	2	700	.	.						
ARBITRATION	4	886	.	.	2	437	2	449						
WORK STOPPAGE	2	780	.	.	1	500	1	280						

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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

SECOND QUARTER 1992



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the second quarter of 1992.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact the Research Economist at (416) 326-1291.

Wage Developments in Collective Bargaining Settlements in Ontario, Second Quarter, 1992

During the second quarter of 1992, settlements were negotiated in 121 collective agreements covering 200 or more Ontario employees. A total of 113,120 employees were affected by these settlements, concentrated in the construction, education and related services and communications sectors.

Wage Adjustments

Including COLA estimates, second quarter settlements provided increases on base wage rates averaging 3.2% per year over the terms of the agreements, up from 2.7% for settlements in the first quarter of 1992. (See Chart 1 and Table 1.) The 3.2% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 3.3%, up from a revised 2.9% in the first quarter of 1992. Private sector settlements without COLA averaged 3.3%. All public sector settlements averaged 3.1%; those without COLA also averaged 3.1%. (See Table 7.)

Manufacturing industry settlements accounted for 30 of the 121 agreements ratified in the second quarter of 1992 and 13,143 (11.6%) of the employees. These agreements provided an average annual base wage increase of 2.7%. The 91 agreements covering 99,977 employees in non-manufacturing industries including construction provided an average annual base wage increase of 3.3%. (See Table 2.)

Major settlements in the second quarter of 1992 included 30,005 construction employees whose average annual base wage increase was 3.5%; 29,322 education and related services employees whose average annual base wage increase was 3.4%; and 12,000 communication employees whose average annual base wage increase was 3.4%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 3.2% per year, down from 4.1% in the first quarter of 1992. The 29 agreements with COLA provisions provided for a negotiated increase of 3.3% up from 2.1% in the first quarter.

Almost fifty percent of the second quarter settlements were for a 2-year term, 44 were for a 3-year term, and 16 (13%) were for a 1-year term. One agreement, covering 900 employees, was for a 4-year term. Of the 29 agreements with COLA, 14 were for a duration of 2 years and 14 were for a duration of 3 years. There was 1 agreement with a 1-year term. (See Tables 3, 4, and 5.)

Six agreements, covering 1.8% of the employees, provided for increases of 6.0% or more per year while 19 agreements, covering 15,338 employees, provided for increases between 4.0 and 5.9% per year. Ninety-six agreements, covering 95,717 (84.6%) of the employees provided for increases of less than 4%. Five agreements, covering 1,665 employees, provided for no increases. (See Table 6.)

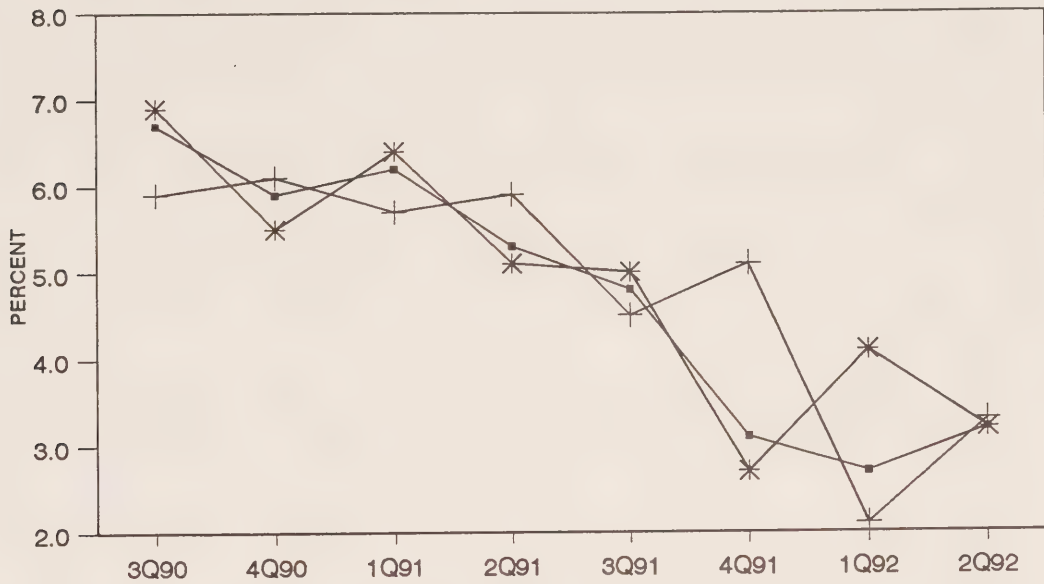
Negotiations

The second quarter settlements were reached in an average of 5.3 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See Table 8.) Forty-six percent of the agreements, covering 59.3% of the employees, took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 3.2 months compared with an average of 7.4 months for the public sector.

Settlements were reached by the parties without outside assistance in 51.2% of the agreements covering 50.4% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Six sets of negotiations, covering 16,476 employees, involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates of Settlements of Collective Agreements Covering 200 or More Employees

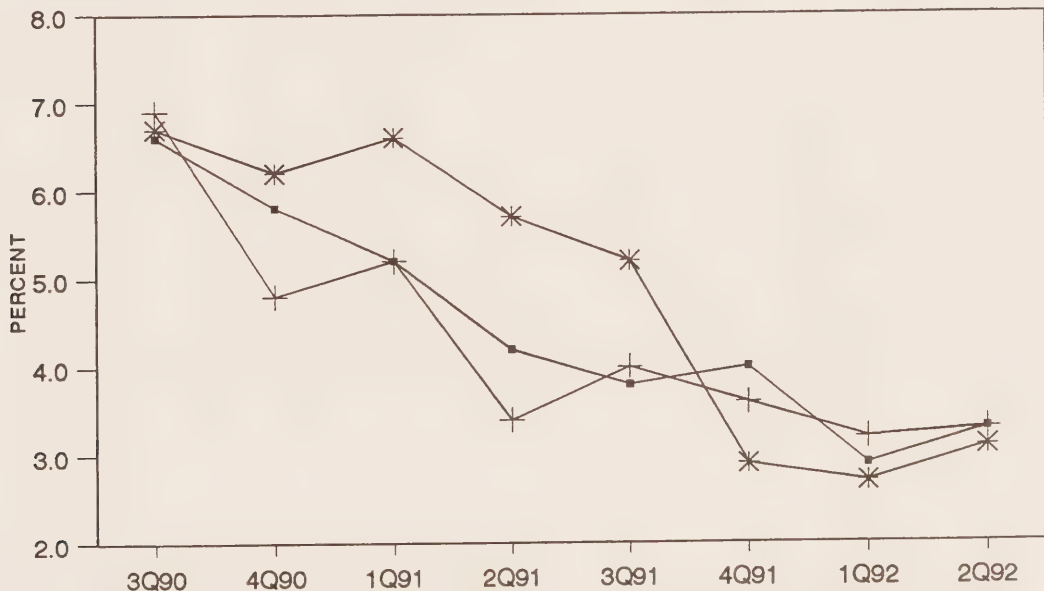


All Agreements
With COLA
Without COLA

Increases shown include COLA estimates

Chart 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees



All Private Sector
Private Sector
w/o COLA
All Public Sector

Increases shown include COLA estimates

TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1991 TO SECOND QUARTER 1992
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
SECOND QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	143	106,653	5.3	33	23,208	5.9	110	83,445	5.1			
ALL INDUSTRIES EXCL CONSTRUCTION	135	102,393	5.4	33	23,208	5.9	102	79,185	5.3			
CONSTRUCTION	8	4,260	0.6	.	.	.	8	4,260	0.6			
THIRD QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	93	69,089	4.8	22	26,469	4.5	71	42,620	5.0			
ALL INDUSTRIES EXCL CONSTRUCTION	88	67,169	4.9	22	26,469	4.5	66	40,700	5.1			
CONSTRUCTION	5	1,920	4.3	.	.	.	5	1,920	4.3			
FOURTH QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	113	125,274	3.1	21	20,075	5.1	92	105,199	2.7			
ALL INDUSTRIES EXCL CONSTRUCTION	113	125,274	3.1	21	20,075	5.1	92	105,199	2.7			
ALL INDUSTRIES INCL CONSTRUCTION	98	132,931	2.7	34	91,734	2.1	64	41,197	4.1			
ALL INDUSTRIES EXCL CONSTRUCTION	96	120,231	2.7	34	91,734	2.1	62	28,497	4.5			
CONSTRUCTION	2	12,700	3.3	.	.	.	2	12,700	3.3			
SECOND QUARTER 1992 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	121	113,120	3.2	29	36,565	3.3	92	76,555	3.2			
ALL INDUSTRIES EXCL CONSTRUCTION	106	83,115	3.1	29	36,565	3.3	77	46,550	3.0			
CONSTRUCTION	15	30,005	3.5	.	.	.	15	30,005	3.5			
FIRST QUARTER 1992 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	113	125,274	3.1	21	20,075	5.1	92	105,199	2.7			
ALL INDUSTRIES EXCL CONSTRUCTION	113	125,274	3.1	21	20,075	5.1	92	105,199	2.7			
ALL INDUSTRIES INCL CONSTRUCTION	98	132,931	2.7	34	91,734	2.1	64	41,197	4.1			
ALL INDUSTRIES EXCL CONSTRUCTION	96	120,231	2.7	34	91,734	2.1	62	28,497	4.5			
CONSTRUCTION	2	12,700	3.3	.	.	.	2	12,700	3.3			
SECOND QUARTER 1992 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	121	113,120	3.2	29	36,565	3.3	92	76,555	3.2			
ALL INDUSTRIES EXCL CONSTRUCTION	106	83,115	3.1	29	36,565	3.3	77	46,550	3.0			
CONSTRUCTION	15	30,005	3.5	.	.	.	15	30,005	3.5			

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	121	113,120	3.2	29	36,565	3.3	92	76,555	3.2			
MANUFACTURING	30	13,143	2.7	13	6,874	3.2	17	6,269	2.2			
FOOD, BEVERAGE	1	615	0.0	.	.	.	1	615	0.0			
RUBBER, PLASTICS	5	2,616	2.7	4	1,716	2.5	1	900	3.1			
TEXTILE	1	225	2.5	.	.	.	1	225	2.5			
CLOTHING	1	200	0.0	.	.	.	1	200	0.0			
FURNITURE, FIXTURES	1	200	1.9	1	200	1.9	.	.	.			
PAPER	1	350	2.4	.	.	.	1	350	2.4			
PRINTING, PUBLISHING	3	710	1.6	2	500	2.3	1	210	0.0			
PRIMARY METALS	3	1,101	2.5	1	200	2.3	2	901	2.5			
FABRICATED METALS	4	1,024	2.9	1	311	3.4	3	713	2.7			
TRANSPORTATION EQUIPMENT	6	4,502	3.4	3	3,147	4.0	3	1,355	1.9			
ELECTRICAL PRODUCTS	3	1,400	2.7	1	800	3.0	2	600	2.2			
CHEMICALS	1	200	6.0	.	.	.	1	200	6.0			
TOTAL	76	69,972	3.2	16	29,691	3.3	60	40,281	3.1			
MINING, QUARRYING	2	681	1.7	.	.	.	2	681	1.7			
TRANSPORTATION	10	6,946	2.9	1	250	2.0	9	6,696	3.0			

NON-MANUFACTURING EXCL
CONSTRUCTION

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
COMMUNICATIONS	1	12,000	3.4	1	12,000	3.4	.	.	.
WHOLESALE TRADE	1	400	3.5	.	.	.	1	400	3.5
RETAIL TRADE	2	2,700	4.3	.	.	.	2	2,700	4.3
FINANCE, INSURANCE CARRIERS	1	400	0.0	.	.	.	1	400	0.0
REAL ESTATE, INSURANCE AGENCIES	1	1,500	1.5	.	.	.	1	1,500	1.5
EDUCATION, RELATED SERVICES	31	29,322	3.4	14	17,441	3.2	17	11,881	3.7
HEALTH, WELFARE SERVICES	10	2,959	3.2	.	.	.	10	2,959	3.2
RECREATIONAL SERVICES	1	850	2.2	.	.	.	1	850	2.2
MANAGEMENT SERVICES	1	390	1.0	.	.	.	1	390	1.0
ACCOMMODATION, FOOD SERVICES	1	910	4.6	.	.	.	1	910	4.6
PROVINCIAL GOVERNMENT	2	2,789	0.9	.	.	.	2	2,789	0.9
LOCAL GOVERNMENT	12	8,125	3.3	.	.	.	12	8,125	3.3
TOTAL	15	30,005	3.5	.	.	.	15	30,005	3.5
CONSTRUCTION	15	30,005	3.5	.	.	.	15	30,005	3.5

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
ALL INDUSTRIES	16	11,111	3.0	60	43,266	3.1	44	57,843	3.3	1	900	3.1				
MANUFACTURING	4	1,542	0.6	7	1,911	2.6	18	8,790	3.1	1	900	3.1				
FOOD, BEVERAGE	1	615	0.0	.	.	.	.	.	.	.	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	4	1,716	2.5	1	900	3.1				
TEXTILE	.	.	.	1	225	2.5	.	.	.	.	.	.
CLOTHING	1	200	0.0	.	.	.	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	200	1.9	.	.	.	.	.	.
PAPER	.	.	.	.	.	.	1	350	2.4	.	.	.				
PRINTING, PUBLISHING	1	210	0.0	.	.	.	2	500	2.3	.	.	.				
PRIMARY METALS	.	.	.	.	.	.	3	1,101	2.5	.	.	.				
FABRICATED METALS	.	.	.	2	536	4.2	2	488	1.5	.	.	.				
TRANSPORTATION EQUIPMENT	1	517	1.8	1	350	1.1	4	3,635	3.8	.	.	.				
ELECTRICAL PRODUCTS	.	.	.	2	600	2.2	1	800	3.0	.	.	.				
CHEMICALS	.	.	.	.	.	.	1	200	6.0	.	.	.				
NON-MANUFACTURING EXCL CONSTRUCTION	12	9,569	3.4	53	41,355	3.1	11	19,048	3.2	.	.	.				
MINING, QUARRYING	.	.	.	1	320	1.3	1	361	2.0	.	.	.				
TRANSPORTATION	.	.	.	8	6,449	3.0	2	497	2.3	.	.	.				

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
NON-MANUFACTURING EXCL CONSTRUCTION												
COMMUNICATIONS	.	.	.	.	.	.	1	12,000	3.4	.	.	.
WHOLESALE TRADE	.	.	.	1	400	3.5	.	.	.	.	.	.
RETAIL TRADE	.	.	.	2	2,700	4.3	.	.	.	.	.	.
FINANCE, INSURANCE CARRIERS	1	400	0.0	.	.	.	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	1,500	1.5	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	5	3,606	4.5	21	21,286	3.3	5	4,430	2.9	.	.	.
HEALTH, WELFARE SERVICES	1	300	2.0	9	2,659	3.3	.	.	.	.	.	.
RECREATIONAL SERVICES	.	.	.	.	.	.	1	850	2.2	.	.	.
MANAGEMENT SERVICES	.	.	.	1	390	1.0	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	1	910	4.6	.	.	.
PROVINCIAL GOVERNMENT	1	2,500	0.8	1	289	2.1	.	.	.	.	.	.
LOCAL GOVERNMENT	4	2,763	4.9	8	5,362	2.5
TOTAL	15	30,005	3.5	.	.	.
CONSTRUCTION	15	30,005	3.5	.	.	.

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TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	1	517	1.8	14	15,702	3.2	14	20,346	3.3
MANUFACTURING	1	517	1.8	2	511	2.8	10	5,846	3.4
RUBBER, PLASTICS	.	.	.	.	.	.	4	1,716	2.5
FURNITURE, FIXTURES	.	.	.	1	200	1.9	.	.	.
PRINTING, PUBLISHING	.	.	.	.	.	.	2	500	2.3
PRIMARY METALS	.	.	.	.	.	.	1	200	2.3
FABRICATED METALS	.	.	.	1	311	3.4	.	.	.
TRANSPORTATION EQUIPMENT	1	517	1.8	.	.	.	2	2,630	4.4
ELECTRICAL PRODUCTS	.	.	.	.	.	.	1	800	3.0
NON-MANUFACTURING EXCL CONSTRUCTION	.	.	.	12	15,191	3.2	4	14,500	3.3
TRANSPORTATION	.	.	.	.	.	.	1	250	2.0
COMMUNICATIONS	1	12,000	3.4
EDUCATION, RELATED SERVICES	.	.	.	12	15,191	3.2	2	2,250	2.9

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TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS						TWO-YEAR AGREEMENTS						THREE-YEAR AGREEMENTS						FOUR-YEAR AGREEMENTS					
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	15	10,594	3.1	46	27,564	3.0	30	37,497	3.3	1	900	3.1												
MANUFACTURING	3	1,025	0.0	5	1,400	2.5	8	2,944	2.5	1	900	3.1												
FOOD, BEVERAGE	1	615	0.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
TEXTILE	.	.	.	1	225	2.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CLOTHING	1	200	0.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
PAPER	.	.	.	.	.	.	1	350	2.4	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
PRINTING, PUBLISHING	1	210	0.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
PRIMARY METALS	.	.	.	.	.	.	2	901	2.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
FABRICATED METALS	.	.	.	1	225	5.3	2	488	1.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	1	350	1.1	2	1,005	2.2	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
ELECTRICAL PRODUCTS	.	.	.	2	600	2.2	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
CHEMICALS	.	.	.	.	.	.	1	200	6.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	12	9,569	3.4	41	26,164	3.0	7	4,548	3.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
MINING, QUARRYING	.	.	.	1	320	1.3	1	361	2.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
TRANSPORTATION	.	.	.	8	6,449	3.0	1	247	2.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
WHOLESALE TRADE	.	.	.	1	400	3.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
RETAIL TRADE	.	.	.	2	2,700	4.3	.	.	.	.	.	.
FINANCE, INSURANCE CARRIERS	1	400	0.0	.	.	.	.	.	.	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	1	1,500	1.5	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	5	3,606	4.5	9	6,095	3.5	3	2,180	2.9	.	.	.
HEALTH, WELFARE SERVICES	1	300	2.0	9	2,659	3.3	.	.	.	.	.	.
RECREATIONAL SERVICES	.	.	.	.	.	.	1	850	2.2	.	.	.
MANAGEMENT SERVICES	.	.	.	1	390	1.0	.	.	.	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	1	910	4.6	.	.	.
PROVINCIAL GOVERNMENT	1	2,500	0.8	1	289	2.1	.	.	.	.	.	.
LOCAL GOVERNMENT	4	2,763	4.9	8	5,362	2.5	.	.	.	.	.	.
TOTAL	.	.	.	.	.	.	15	30,005	3.5	.	.	.
CONSTRUCTION	.	.	.	.	.	.	15	30,005	3.5	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL CONSTRUCTION	121	113,120	29	36,565	92	76,555
TOTAL						
NO INCREASE	5	1,665	.	.	5	1,665
UNDER 3.0 PERCENT	52	32,889	11	7,271	41	25,618
3.0 - 3.9 PERCENT	39	61,163	11	24,001	28	37,162
4.0 - 4.9 PERCENT	11	9,197	4	3,012	7	6,185
5.0 - 5.9 PERCENT	8	6,141	3	2,281	5	3,860
6.0 - 6.9 PERCENT	2	705	.	.	2	705
7.0 - 7.9 PERCENT	3	875	.	.	3	875
8.0 PERCENT AND OVER	1	485	.	.	1	485
MANUFACTURING	30	13,143	13	6,874	17	6,269
TOTAL						
NO INCREASE	4	1,265	.	.	4	1,265
UNDER 3.0 PERCENT	15	6,351	7	3,171	8	3,180
3.0 - 3.9 PERCENT	5	2,510	2	1,111	3	1,399
4.0 - 4.9 PERCENT	1	311	1	311	.	.
5.0 - 5.9 PERCENT	4	2,506	3	2,281	1	225
6.0 - 6.9 PERCENT	1	200	.	.	1	200
NON-MANUFACTURING EXCL CONSTRUCTION	76	69,972	16	29,691	60	40,281
TOTAL						

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
NON-MANUFACTURING EXCL CONSTRUCTION	NO INCREASE	1	400	.	1	400
	UNDER 3.0 PERCENT	34	23,138	4	4,100	19,038
	3.0 - 3.9 PERCENT	25	34,348	9	22,890	11,458
	4.0 - 4.9 PERCENT	7	6,586	3	2,701	3,885
	5.0 - 5.9 PERCENT	4	3,635	.	4	3,635
	6.0 - 6.9 PERCENT	1	505	.	1	505
	7.0 - 7.9 PERCENT	3	875	.	3	875
	8.0 PERCENT AND OVER	1	485	.	1	485
CONSTRUCTION	TOTAL	15	30,005	.	15	30,005
	UNDER 3.0 PERCENT	3	3,400	.	3	3,400
	3.0 - 3.9 PERCENT	9	24,305	.	9	24,305
	4.0 - 4.9 PERCENT	3	2,300	.	3	2,300
PRIVATE SECTOR	TOTAL	60	63,606	14	18,874	44,732
	NO INCREASE	5	1,665	.	5	1,665
	UNDER 3.0 PERCENT	23	11,764	7	3,171	8,593
	3.0 - 3.9 PERCENT	20	41,250	3	13,111	28,139
	4.0 - 4.9 PERCENT	7	6,221	1	311	5,910

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	
PRIVATE SECTOR	5.0 - 5.9 PERCENT	4	2,506	3	2,281	1	225
	6.0 - 6.9 PERCENT	1	200	.	.	1	200
	TOTAL	61	49,514	15	17,691	46	31,823
PUBLIC SECTOR	UNDER 3.0 PERCENT	29	21,125	4	4,100	25	17,025
	3.0 - 3.9 PERCENT	19	19,913	8	10,890	11	9,023
	4.0 - 4.9 PERCENT	4	2,976	3	2,701	1	275
	5.0 - 5.9 PERCENT	4	3,635	.	.	4	3,635
	6.0 - 6.9 PERCENT	1	505	.	.	1	505
	7.0 - 7.9 PERCENT	3	875	.	.	3	875
	8.0 PERCENT AND OVER	1	485	.	.	1	485

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM SECOND QUARTER 1991 TO SECOND QUARTER 1992
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
SECOND QUARTER 1991	143	106,653	5.3	33	23,208	5.9	110	83,445	5.1
PRIVATE SECTOR	57	31,165	4.2	15	12,191	5.4	42	18,974	3.4
PUBLIC SECTOR	86	75,488	5.7	18	11,017	6.4	68	64,471	5.6
THIRD QUARTER 1991	93	69,089	4.8	22	26,469	4.5	71	42,620	5.0
PRIVATE SECTOR	37	19,800	3.8	11	9,521	3.6	26	10,279	4.0
PUBLIC SECTOR	56	49,289	5.2	11	16,948	5.1	45	32,341	5.3
FOURTH QUARTER 1991	113	125,274	3.1	21	20,075	5.1	92	105,199	2.7
PRIVATE SECTOR	40	15,651	4.0	12	5,467	4.8	28	10,184	3.6
PUBLIC SECTOR	73	109,623	2.9	9	14,608	5.2	64	95,015	2.6
FIRST QUARTER 1992 (r)	98	132,931	2.7	34	91,734	2.1	64	41,197	4.1
PRIVATE SECTOR	41	29,142	2.9	21	9,670	2.2	20	19,472	3.2
PUBLIC SECTOR	57	103,789	2.7	13	82,064	2.1	44	21,725	5.0
SECOND QUARTER 1992 (p)	121	113,120	3.2	29	36,565	3.3	92	76,555	3.2
PRIVATE SECTOR	60	63,606	3.3	14	18,874	3.3	46	44,732	3.3
PUBLIC SECTOR	61	49,514	3.1	15	17,691	3.2	46	31,823	3.1

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15

1

TABLE 8
DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	121	113,120	60	63,606	61	49,514			
1-3 MONTHS	56	67,066	40	55,531	16	11,535			
4-6 MONTHS	34	20,650	14	4,915	20	15,735			
7-9 MONTHS	12	10,630	5	2,310	7	8,320			
10-12 MONTHS	4	3,097	.	.	4	3,097			
13 MONTHS AND OVER	15	11,677	1	850	14	10,827			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

5.3

PRIVATE SECTOR

3.2

PUBLIC SECTOR

7.4

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	121	113,120	60	63,606	61	49,514
DIRECT BARGAINING	62	56,990	29	29,214	33	27,776
CONCILIATION	11	4,671	9	3,918	2	753
POST CONCILIATION BARGAINING	11	7,063	8	4,463	3	2,600
MEDIATION	18	20,677	9	12,250	9	8,427
POST MEDIATION BARGAINING	4	2,548	1	435	3	2,113
POST FACT FINDER BARGAINING	1	490	.	.	1	490
ARBITRATION	8	4,205	.	.	8	4,205
WORK STOPPAGE	6	16,476	4	13,326	2	3,150

TABLE 10
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN SECOND QUARTER 1992

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	121	113,120	56	67,066	34	20,650	12	10,630	4	3,097	15	11,677						
DIRECT BARGAINING	62	56,990	34	35,521	22	17,430	5	3,189	.	.	1	850						
CONCILIATION	11	4,671	6	2,575	2	486	3	1,610	.	.	.	.		
POST CONCILIATION BARGAINING	11	7,063	7	4,215	2	467	2	2,381	.	.	.	.		
MEDIATION	18	20,677	5	11,300	5	1,221	1	2,500	2	2,302	5	3,354						
POST MEDIATION BARGAINING	4	2,548	.	.	2	685	.	.	.	.	2	1,863						
POST FACT FINDER BARGAINING	1	490	1	490	.	.	.	.	.	.	.	.
ARBITRATION	8	4,205	.	.	.	.	.	.	2	795	6	3,410						
WORK STOPPAGE	6	16,476	3	12,965	1	361	1	950	.	.	1	2,200						



Ontario Labour Management Services
Office of Collective Bargaining Information

CAZON
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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

THIRD QUARTER 1992



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the third quarter of 1992.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

Wage Developments in Collective Bargaining Settlements in Ontario, Third Quarter, 1992

During the third quarter of 1992, settlements were negotiated in 89 collective agreements covering 200 or more Ontario employees. A total of 109,718 employees were affected by these settlements, concentrated in the construction, communications, and retail trade sectors.

Wage Adjustments

Including COLA estimates, third quarter settlements provided increases on base wage rates averaging 3.1% per year over the terms of the agreements, up from 2.9% for settlements in the second quarter of 1992. (See Chart 1 and Table 1.) The 3.1% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 2.9%, down from a revised 3.0% in the second quarter of 1992. Private sector settlements without COLA averaged 2.9%. All public sector settlements averaged 3.8%; those without COLA averaged 2.8%. (See Table 7.)

Manufacturing industry settlements accounted for 22 of the 89 agreements ratified in the third quarter of 1992 and 10,097 (9.2%) of the employees. These agreements provided an average annual base wage increase of 2.4%. The 67 agreements covering 99,621 employees in non-manufacturing industries including construction provided an average annual base wage increase of 3.2%. (See Table 2.)

Major settlements in the third quarter of 1992 included 51,270 construction employees whose average annual base wage increase was 3.2%; 19,288 communications employees whose average annual base wage increase was 4.4%; and 11,460 retail trade employees whose average annual base wage increase was 2.1%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 2.9% per year, down from 3.0% in the second quarter of 1992. The 9 agreements with COLA provisions provided for a negotiated increase of 4.1% up from 2.8% in the second quarter.

Forty-six percent of the third quarter settlements were for a 3-year term, 40 (45%) were for a 2-year term, and 7 (8%) were for a 1-year term. One agreement, covering 19,018 employees, was for a 6-year term. Of the 9 agreements with COLA, 4 were for a duration of 2 years and 4 were for a duration of 3 years. There was 1 agreement with a 6-year term. (See Tables 3, 4, and 5.)

Four agreements, covering 2.2% of the employees, provided for increases of 5.0% or more per year while 6 agreements, covering 20,532 (19%) of the employees, provided for increases between 4.0 and 5.0% per year. Seventy-seven agreements, covering 85,806 (78%) of the employees provided for increases of less than 4%. Two agreements, covering 1,020 employees, provided for no increases. (See Table 6.)

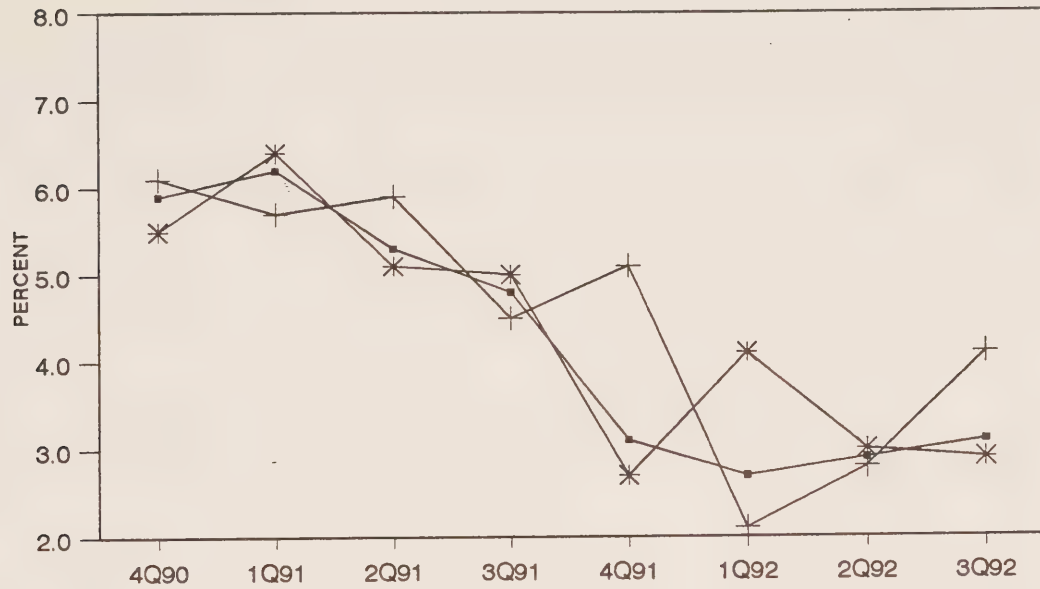
Negotiations

The third quarter settlements were reached in an average of 6.7 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See Table 8.) Sixty-six percent of the agreements, covering 68% of the employees, took less than 7 months to negotiate. Private sector settlements were negotiated in an average of 5.6 months compared with an average of 9.2 months for the public sector.

Settlements were reached by the parties without outside assistance in 31.5% of the agreements covering 12.1% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Eleven sets of negotiations, covering 20,015 employees, involved work stoppages.

Chart 1

**Average Annual Percent Increases in Base Wage Rates of Settlements
of Collective Agreements Covering 200 or More Employees**



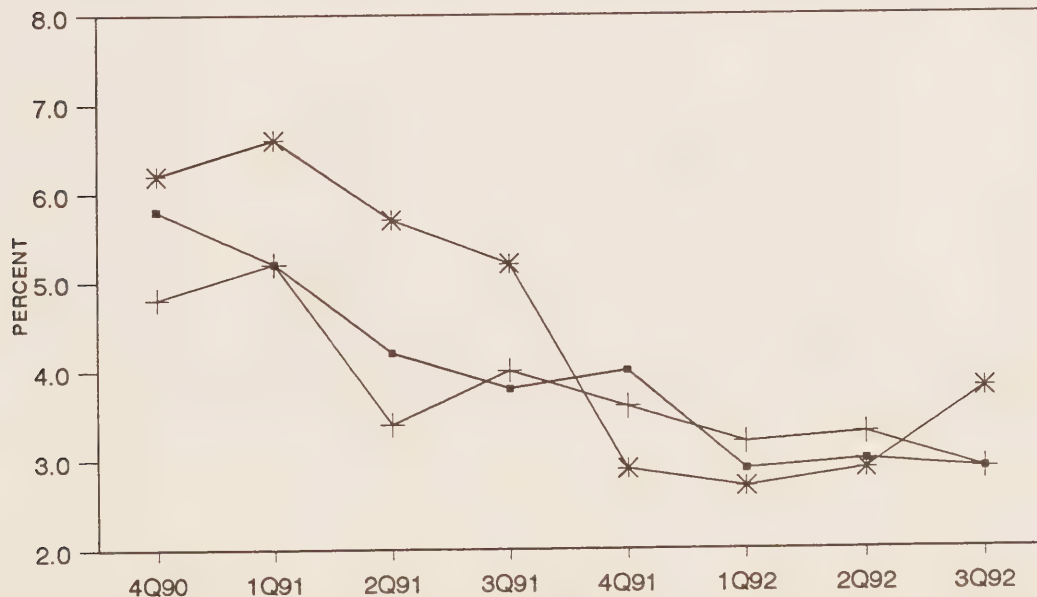
All Agreements
With COLA
Without COLA

■	5.9	6.2	5.3	4.8	3.1	2.7	2.9	3.1
+	6.1	5.7	5.9	4.5	5.1	2.1	2.8	4.1
*	5.5	6.4	5.1	5.0	2.7	4.1	3.0	2.9

Increases shown include COLA estimates

Chart 2

**Average Annual Percent Increases in Base Wage Rates of Private and Public
Sector Collective Agreements Covering 200 or More Employees**



All Private Sector
Private Sector
w/o COLA
All Public Sector

■	5.8	5.2	4.2	3.8	4.0	2.9	3.0	2.9
+	4.8	5.2	3.4	4.0	3.6	3.2	3.3	2.9
*	6.2	6.6	5.7	5.2	2.9	2.7	2.9	3.8

Increases shown include COLA estimates

TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1991 TO THIRD QUARTER 1992
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
THIRD QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	93	69,089	4.8	22	26,469	4.5	71	42,620	5.0			
ALL INDUSTRIES EXCL CONSTRUCTION	88	67,169	4.9	22	26,469	4.5	66	40,700	5.1			
CONSTRUCTION	5	1,920	4.3	.	.	.	5	1,920	4.3			
FOURTH QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	112	124,517	3.1	21	20,075	5.1	91	104,442	2.7			
ALL INDUSTRIES EXCL CONSTRUCTION	112	124,517	3.1	21	20,075	5.1	91	104,442	2.7			
ALL INDUSTRIES INCL CONSTRUCTION	98	134,126	2.7	35	92,074	2.1	63	42,052	4.1			
ALL INDUSTRIES EXCL CONSTRUCTION	95	120,026	2.7	35	92,074	2.1	60	27,952	4.5			
CONSTRUCTION	3	14,100	3.1	.	.	.	3	14,100	3.1			
SECOND QUARTER 1992 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	134	124,037	2.9	34	42,608	2.8	100	81,429	3.0			
ALL INDUSTRIES EXCL CONSTRUCTION	117	92,832	2.8	34	42,608	2.8	83	50,224	2.8			
CONSTRUCTION	17	31,205	3.5	.	.	.	17	31,205	3.5			
THIRD QUARTER 1992 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	89	109,718	3.1	9	23,901	4.1	80	85,817	2.9			
ALL INDUSTRIES EXCL CONSTRUCTION	65	58,448	3.1	9	23,901	4.1	56	34,547	2.4			
CONSTRUCTION	24	51,270	3.2	.	.	.	24	51,270	3.2			

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	89	109,718	3.1	9	23,901	4.1	80	85,817	2.9			
MANUFACTURING	22	10,097	2.4	3	2,145	2.2	19	7,952	2.4			
FOOD, BEVERAGE	3	1,230	0.8	.	.	.	3	1,230	0.8			
TOBACCO PRODUCTS	1	650	4.5	.	.	.	1	650	4.5			
TEXTILE	4	1,044	2.1	.	.	.	4	1,044	2.1			
CLOTHING	1	430	2.0	.	.	.	1	430	2.0			
WOOD	1	250	2.4	.	.	.	1	250	2.4			
PRINTING, PUBLISHING	5	4,173	2.7	1	1,600	2.3	4	2,573	2.9			
FABRICATED METALS	1	220	0.9	.	.	.	1	220	0.9			
MACHINERY	2	690	1.3	1	325	1.3	1	365	1.3			
TRANSPORTATION EQUIPMENT	1	220	2.7	1	220	2.7	.	.	.			
ELECTRICAL PRODUCTS	1	210	6.0	.	.	.	1	210	6.0			
PETROLEUM, COAL	1	330	2.5	.	.	.	1	330	2.5			
CHEMICALS	1	650	2.5	.	.	.	1	650	2.5			
TOTAL	43	48,351	3.3	6	21,756	4.3	37	26,595	2.4			
NON-MANUFACTURING EXCL CONSTRUCTION	3	796	2.9	1	333	3.0	2	463	2.8			
TRANSPORTATION	7	5,588	2.8	.	.	.	7	5,588	2.8			

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION									
STORAGE	1	1,000	5.5	1	1,000	5.5	.	.	.
COMMUNICATIONS	2	19,288	4.4	1	19,018	4.5	1	270	1.5
WHOLESALE TRADE	2	550	2.1	.	.	.	2	550	2.1
RETAIL TRADE	6	11,460	2.1	.	.	.	6	11,460	2.1
EDUCATION, RELATED SERVICES	13	6,039	2.7	3	1,405	2.0	10	4,634	2.9
HEALTH, WELFARE SERVICES	5	2,023	2.1	.	.	.	5	2,023	2.1
MANAGEMENT SERVICES	1	507	2.7	.	.	.	1	507	2.7
LOCAL GOVERNMENT	3	1,100	2.4	.	.	.	3	1,100	2.4
TOTAL	24	51,270	3.2	.	.	.	24	51,270	3.2
CONSTRUCTION	24	51,270	3.2	.	.	.	24	51,270	3.2

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			SIX-YEAR AGREEMENTS		
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT
ALL INDUSTRIES	7	2,470	2.4	40	28,420	2.3	41	59,810	3.1	1	19,018	4.5
MANUFACTURING	1	220	0.0	11	4,272	2.5	10	5,605	2.4	.	.	.
FOOD, BEVERAGE	.	.	.	2	1,000	0.5	1	230	1.8	.	.	.
TOBACCO PRODUCTS	.	.	.	1	650	4.5	.	.	.	.	.	.
TEXTILE	1	220	0.0	3	824	2.6	.	.	.	.	.	.
CLOTHING	.	.	.	.	.	.	1	430	2.0	.	.	.
WOOD	.	.	.	.	.	.	1	250	2.4	.	.	.
PRINTING, PUBLISHING	.	.	.	1	388	2.7	4	3,785	2.7	.	.	.
FABRICATED METALS	.	.	.	1	220	0.9	.	.	.	.	.	.
MACHINERY	.	.	.	.	.	.	2	690	1.3	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	1	220	2.7	.	.	.
ELECTRICAL PRODUCTS	.	.	.	1	210	6.0	.	.	.	.	.	.
PETROLEUM, COAL	.	.	.	1	330	2.5	.	.	.	.	.	.
CHEMICALS	.	.	.	1	650	2.5	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	6	2,250	2.7	26	23,048	2.3	10	4,035	3.5	1	19,018	4.5
MINING, QUARRYING	.	.	.	1	333	3.0	2	463	2.8	.	.	.
TRANSPORTATION	.	.	.	6	4,838	2.8	1	750	3.0	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				SIX-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	AGMTS	EMPLS	PCT	AGMTS	AGMTS	EMPLS	PCT	AGMTS	AGMTS	EMPLS	PCT	AGMTS
NON-MANUFACTURING EXCL CONSTRUCTION																
STORAGE	.	.	.	.	.	.	.	.	1	1,000	5.5	.	.	.	.	.
COMMUNICATIONS	.	.	.	1	270	1.5	.	.	.	.	.	1	19,018	4.5	.	.
WHOLESALE TRADE	.	.	.	.	.	.	.	.	2	550	2.1	.	.	.	.	.
RETAIL TRADE	.	.	.	4	11,016	2.0	2	444	3.4	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	2	650	4.4	10	5,068	2.4	1	321	2.9	.	.	.	.	.	.	.
HEALTH, WELFARE SERVICES	1	500	1.0	4	1,523	2.5	.	.	.	.	.	.	.	.	.	.
MANAGEMENT SERVICES	.	.	.	.	.	.	.	1	507	2.7	.	.	.	.	.	.
LOCAL GOVERNMENT	3	1,100	2.4	.	.	.	.	.	.	.	.	.	.	.	.	.
TOTAL	.	.	.	3	1,100	1.7	21	50,170	3.2	.	.	.	.	.	.	.
CONSTRUCTION	.	.	.	3	1,100	1.7	21	50,170	3.2	.	.	.	.	.	.	.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			SIX-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	4	1,738	2.2	4	3,145	3.3	1	19,018	4.5
MANUFACTURING									
TOTAL	.	.	.	3	2,145	2.2	.	.	.
PRINTING, PUBLISHING	.	.	.	1	1,600	2.3	.	.	.
MACHINERY	.	.	.	1	325	1.3	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	1	220	2.7	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	4	1,738	2.2	1	1,000	5.5	1	19,018	4.5
MINING, QUARRYING	1	333	3.0	.	.	.	.	.	.
STORAGE	.	.	.	1	1,000	5.5	.	.	.
COMMUNICATIONS	.	.	.	.	.	.	1	19,018	4.5
EDUCATION, RELATED SERVICES	3	1,405	2.0	.	.	.	.	.	.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	7	2,470	2.4	36	26,682	2.3	37	56,665	3.1
MANUFACTURING	1	220	0.0	11	4,272	2.5	7	3,460	2.5
FOOD, BEVERAGE	.	.	.	2	1,000	0.5	1	230	1.8
TOBACCO PRODUCTS	.	.	.	1	650	4.5	.	.	.
TEXTILE	1	220	0.0	3	824	2.6	.	.	.
CLOTHING	.	.	.	.	.	.	1	430	2.0
WOOD	.	.	.	.	.	.	1	250	2.4
PRINTING, PUBLISHING	.	.	.	1	388	2.7	3	2,185	2.9
FABRICATED METALS	.	.	.	1	220	0.9	.	.	.
MACHINERY	.	.	.	.	.	.	1	365	1.3
ELECTRICAL PRODUCTS	.	.	.	1	210	6.0	.	.	.
PETROLEUM, COAL	.	.	.	1	330	2.5	.	.	.
CHEMICALS	.	.	.	1	650	2.5	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	6	2,250	2.7	22	21,310	2.3	9	3,035	2.8
MINING, QUARRYING	.	.	.	.	.	.	2	463	2.8
TRANSPORTATION	.	.	.	6	4,838	2.8	1	750	3.0
COMMUNICATIONS	.	.	.	1	270	1.5	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
 BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
NON-MANUFACTURING EXCL CONSTRUCTION												
WHOLESALE TRADE	.	.	.	.	.	.	.	.	2	550	2.1	
RETAIL TRADE	.	.	.	.	4	11,016	2.0		2	444	3.4	
EDUCATION, RELATED SERVICES	2	650	4.4		7	3,663	2.6		1	321	2.9	
HEALTH, WELFARE SERVICES	1	500	1.0		4	1,523	2.5		.	.	.	
MANAGEMENT SERVICES	.	.	.	.	.	.	.		1	507	2.7	
LOCAL GOVERNMENT	3	1,100	2.4		.	.	.		.	.	.
TOTAL	.	.	.		3	1,100	1.7		21	50,170	3.2	
CONSTRUCTION	.	.	.		3	1,100	1.7		21	50,170	3.2	

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION	89	109,718		9	23,901		80	85,817	
TOTAL									
NO INCREASE	2	1,020		.	.		2	1,020	
UNDER 3.0 PERCENT	47	31,770		5	3,320		42	28,450	
3.0 - 3.9 PERCENT	30	54,036		2	563		28	53,473	
4.0 - 4.9 PERCENT	6	20,532		1	19,018		5	1,514	
5.0 - 5.9 PERCENT	3	2,150		1	1,000		2	1,150	
6.0 - 6.9 PERCENT	1	210		.	.		1	210	
TOTAL	22	10,097		3	2,145		19	7,952	
MANUFACTURING									
NO INCREASE	2	1,020		.	.		2	1,020	
UNDER 3.0 PERCENT	17	7,517		3	2,145		14	5,372	
4.0 - 4.9 PERCENT	1	650		.	.		1	650	
5.0 - 5.9 PERCENT	1	700		.	.		1	700	
6.0 - 6.9 PERCENT	1	210		.	.		1	210	
TOTAL	43	48,351		6	21,756		37	26,595	
NON-MANUFACTURING EXCL CONSTRUCTION									
UNDER 3.0 PERCENT	24	20,513		2	1,175		22	19,338	
3.0 - 3.9 PERCENT	14	6,906		2	563		12	6,343	
4.0 - 4.9 PERCENT	3	19,482		1	19,018		2	464	

(CONTINUED)

TABLE 6 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY SIZE OF INCREASE

		ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
		AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
		-----	-----	-----	-----	-----	-----
NON-MANUFACTURING EXCL CONSTRUCTION	5.0 - 5.9 PERCENT	2	1,450	1	1,000	1	450
	TOTAL	24	51,270	.	.	24	51,270
	UNDER 3.0 PERCENT	6	3,740	.	.	6	3,740
	3.0 - 3.9 PERCENT	16	47,130	.	.	16	47,130
	4.0 - 4.9 PERCENT	2	400	.	.	2	400
PRIVATE SECTOR	TOTAL	61	77,606	6	4,028	55	73,578
	NO INCREASE	2	1,020	.	.	2	1,020
	UNDER 3.0 PERCENT	32	25,156	4	2,695	28	22,461
	3.0 - 3.9 PERCENT	21	48,470	1	333	20	48,137
	4.0 - 4.9 PERCENT	3	1,050	.	.	3	1,050
PUBLIC SECTOR	5.0 - 5.9 PERCENT	2	1,700	1	1,000	1	700
	6.0 - 6.9 PERCENT	1	210	.	.	1	210
	TOTAL	28	32,112	3	19,873	25	12,239
	UNDER 3.0 PERCENT	15	6,614	1	625	14	5,989
	3.0 - 3.9 PERCENT	9	5,566	1	230	8	5,336
	4.0 - 4.9 PERCENT	3	19,482	1	19,018	2	464
	5.0 - 5.9 PERCENT	1	450	.	.	1	450

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM THIRD QUARTER 1991 TO THIRD QUARTER 1992
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
THIRD QUARTER 1991									
ALL AGREEMENTS	93	69,089	4.8	22	26,469	4.5	71	42,620	5.0
PRIVATE SECTOR	37	19,800	3.8	11	9,521	3.6	26	10,279	4.0
PUBLIC SECTOR	56	49,289	5.2	11	16,948	5.1	45	32,341	5.3
FOURTH QUARTER 1991									
ALL AGREEMENTS	112	124,517	3.1	21	20,075	5.1	91	104,442	2.7
PRIVATE SECTOR	40	15,651	4.0	12	5,467	4.8	28	10,184	3.6
PUBLIC SECTOR	72	108,866	2.9	9	14,608	5.2	63	94,258	2.6
FIRST QUARTER 1992									
ALL AGREEMENTS	98	134,126	2.7	35	92,074	2.1	63	42,052	4.1
PRIVATE SECTOR	42	30,632	2.8	22	10,010	2.2	20	20,622	3.1
PUBLIC SECTOR	56	103,494	2.7	13	82,064	2.1	43	21,430	5.0
SECOND QUARTER 1992 (r)									
ALL AGREEMENTS	134	124,037	2.9	34	42,608	2.8	100	81,429	3.0
PRIVATE SECTOR	66	70,883	3.0	19	24,917	2.5	47	45,966	3.3
PUBLIC SECTOR	68	53,154	2.9	15	17,691	3.2	53	35,463	2.7
THIRD QUARTER 1992 (p)									
ALL AGREEMENTS	89	109,718	3.1	9	23,901	4.1	80	85,817	2.9
PRIVATE SECTOR	61	77,606	2.9	6	4,028	3.0	55	73,578	2.9
PUBLIC SECTOR	28	32,112	3.8	3	19,873	4.4	25	12,239	2.8

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	89	109,718	61	77,606	28	32,112			
1-3 MONTHS	20	34,230	17	33,530	3	700			
4-6 MONTHS	39	40,549	33	37,761	6	2,788			
7-9 MONTHS	14	6,705	3	1,349	11	5,356			
10-12 MONTHS	11	5,961	6	3,036	5	2,925			
13 MONTHS AND OVER	5	22,273	2	1,930	3	20,343			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

6.7

PRIVATE SECTOR

5.6

PUBLIC SECTOR

9.2

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	89	109,718		61	77,606		28	32,112	
DIRECT BARGAINING	28	13,316		14	6,578		14	6,738	
CONCILIATION	8	3,476		6	2,400		2	1,076	
POST CONCILIATION BARGAINING	11	6,455		6	3,946		5	2,509	
MEDIATION	26	44,384		23	43,392		3	992	
POST MEDIATION BARGAINING	2	1,800		2	1,800		.	.	
ARBITRATION	2	1,254		.	.		2	1,254	
WORK STOPPAGE	11	20,015		10	19,490		1	525	
OTHER	1	19,018		.	.		1	19,018	

TABLE 10

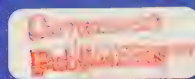
DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN THIRD QUARTER 1992

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS	AGMTS	EMPLS	AGMTS
TOTAL	89	109,718	20	34,230	39	40,549	14	6,705	11	5,961	5	22,273						
DIRECT BARGAINING	28	13,316	10	2,980	9	4,518	4	2,170	5	3,648	.	.						
CONCILIATION	8	3,476	1	300	4	1,470	1	856	2	850	.	.						
POST CONCILIATION BARGAINING	11	6,455	1	2,000	4	1,488	5	2,509	1	458	.	.						
MEDIATION	26	44,384	7	28,250	13	13,733	3	920	1	230	2	1,251						
POST MEDIATION BARGAINING	2	1,800	1	700	1	1,100	.	.	.	.	.	.
ARBITRATION	2	1,254	.	.	.	.	1	250	.	.	1	1,004						
WORK STOPPAGE	11	20,015	.	.	8	18,240	.	.	2	775	1	1,000						
OTHER	1	19,018	.	.	.	.	.	.	.	.	1	19,018						



Ontario

Labour Management Services
Office of Collective Bargaining Information



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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FOURTH QUARTER 1992



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the fourth quarter of 1992.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

Wage Developments in Collective Bargaining Settlements in Ontario, Fourth Quarter, 1992

During the fourth quarter of 1992, settlements were negotiated in 130 collective agreements covering 200 or more Ontario employees. A total of 100,521 employees were affected by these settlements, concentrated in the education and related services, retail trade, and health and welfare services.

Wage Adjustments

Including COLA estimates, fourth quarter settlements provided increases on base wage rates averaging 2.1% per year over the terms of the agreements, down from 3.0% for settlements in the third quarter of 1992. (See Chart 1 and Table 1.) The 2.1% is the average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. All private sector settlements averaged 2.3%, down from a revised 2.8% in the third quarter of 1992. Private sector settlements without COLA averaged 2.4%. All public sector settlements averaged 1.9%; those without COLA averaged 2.0%. (See Table 7.)

Manufacturing industry settlements accounted for 28 of the 130 agreements ratified in the fourth quarter of 1992 and 13,978 (14.0%) of the employees. These agreements provided an average annual base wage increase of 2.0%. The 102 agreements covering 86,543 employees in non-manufacturing industries including construction provided an average annual base wage increase of 2.1%. (See Table 2.)

Major settlements in the fourth quarter of 1992 included 26,960 education and related services employees whose average annual base wage increase was 1.7%; 22,431 retail trade employees whose average annual base wage increase was 2.1%; and 8,407 health and welfare services employees whose average annual base wage increase was 1.7%.

Agreements without a cost-of-living (COLA) clause provided for an average base wage increase of 2.2% per year, down from 2.9% in the third quarter of 1992. The 22 agreements with COLA provisions provided for a negotiated increase of 2.0% down from 3.4% in the third quarter.

Fifty-eight percent of the fourth quarter settlements were for a 2-year term, 24 (18%) were for a 1-year term, 26 (20%) were for a 3-year term, and 4 (3%) were for a 4-year term. Of the 22 agreements with COLA, 9 were for a duration of 2 years, 10 were for a duration of 3 years, and 3 were for a duration of 4 years. (See Tables 3, 4, and 5.)

Five agreements, covering 2.0% of the employees, provided for increases of 5.0% or more per year while another 4 agreements, covering a further 1.3% of the employees, provided for increases between 4.0 and 5.0% per year. One hundred and eleven agreements, covering 92,145 (92%) of the employees provided for increases of less than 4%. Ten agreements, covering 5,162 employees, provided for no increases. (See Table 6.)

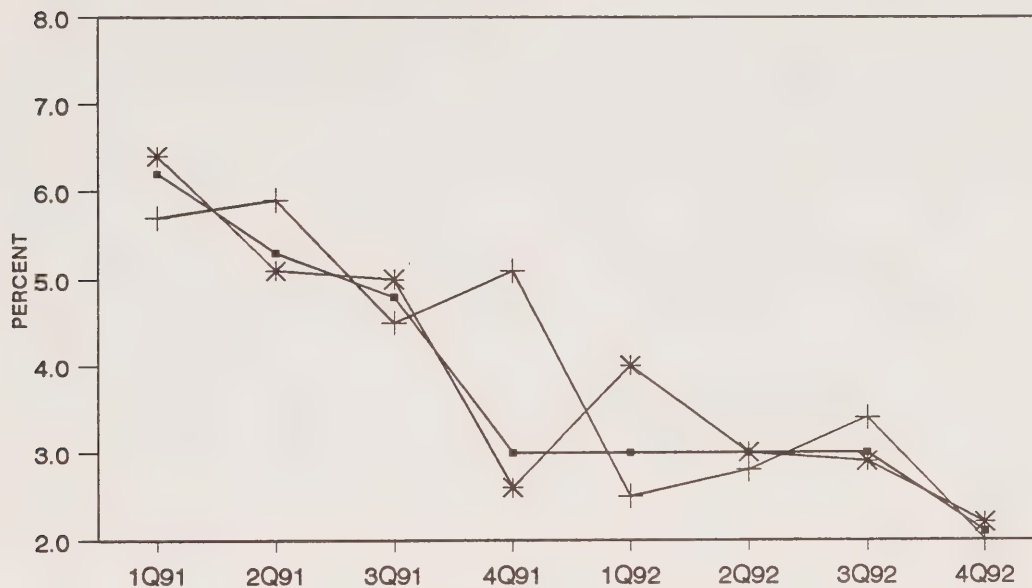
Negotiations

The fourth quarter settlements were reached in an average of 7.8 months measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees. (See Table 8.) Forty-six percent of the agreements, covering 57% of the employees, took less than 7 months to negotiate. Private sector settlements were negotiated in an average of 4.9 months compared with an average of 9.5 months for the public sector.

Settlements were reached by the parties without outside assistance in 40% of the agreements covering 44% of the employees. (See Tables 9 and 10.) Government assistance was provided in the remaining negotiations. Four sets of negotiations, covering 8,646 employees, involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates of Settlements of Collective Agreements Covering 200 or More Employees



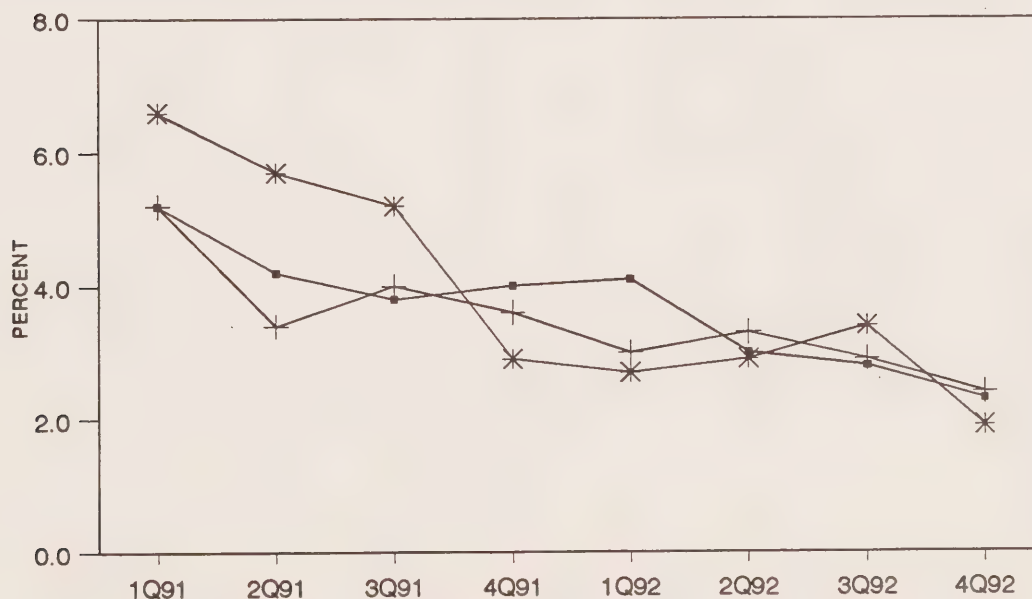
All Agreements
With COLA
Without COLA

■	6.2	5.3	4.8	3.0	3.0	3.0	3.0	2.1
+	5.7	5.9	4.5	5.1	2.5	2.8	3.4	2.0
*	6.4	5.1	5.0	2.6	4.0	3.0	2.9	2.2

Increases shown include COLA estimates

Chart 2

Average Annual Percent Increases in Base Wage Rates of Private and Public Sector Collective Agreements Covering 200 or More Employees



All Private Sector
Private Sector
w/o COLA
All Public Sector

■	5.2	4.2	3.8	4.0	4.1	3.0	2.8	2.3
+	5.2	3.4	4.0	3.6	3.0	3.3	2.9	2.4
*	6.6	5.7	5.2	2.9	2.7	2.9	3.4	1.9

Increases shown include COLA estimates

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1991 TO FOURTH QUARTER 1992
SUMMARY BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	PERCENT	AGMTS	EMPLS	PERCENT	PERCENT
FOURTH QUARTER 1991												
ALL INDUSTRIES INCL CONSTRUCTION	114	125,585	3.0	21	20,075	5.1	93	105,510	2.6			
ALL INDUSTRIES EXCL CONSTRUCTION	114	125,585	3.0	21	20,075	5.1	93	105,510	2.6			
FIRST QUARTER 1992												
ALL INDUSTRIES INCL CONSTRUCTION	100	137,146	3.0	36	92,394	2.5	64	44,752	4.0			
ALL INDUSTRIES EXCL CONSTRUCTION	96	120,346	3.0	36	92,394	2.5	60	27,952	4.5			
CONSTRUCTION	4	16,800	3.0	.	.	.	4	16,800	3.0			
SECOND QUARTER 1992												
ALL INDUSTRIES INCL CONSTRUCTION	140	129,128	3.0	35	43,408	2.8	105	85,720	3.1			
ALL INDUSTRIES EXCL CONSTRUCTION	122	95,123	2.8	35	43,408	2.8	87	51,715	2.8			
CONSTRUCTION	18	34,005	3.6	.	.	.	18	34,005	3.6			
THIRD QUARTER 1992 (r)												
ALL INDUSTRIES INCL CONSTRUCTION	105	127,033	3.0	12	35,621	3.4	93	91,412	2.9			
ALL INDUSTRIES EXCL CONSTRUCTION	78	73,913	2.9	12	35,621	3.4	66	38,292	2.5			
CONSTRUCTION	27	53,120	3.2	.	.	.	27	53,120	3.2			
FOURTH QUARTER 1992 (p)												
ALL INDUSTRIES INCL CONSTRUCTION	130	100,521	2.1	22	30,682	2.0	108	69,839	2.2			
ALL INDUSTRIES EXCL CONSTRUCTION	124	93,021	2.0	22	30,682	2.0	102	62,339	2.0			
CONSTRUCTION	6	7,500	3.3	.	.	.	6	7,500	3.3			

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	130	100,521	2.1	22	30,682	2.0	108	69,839	2.2
MANUFACTURING	28	13,978	2.0	11	7,188	2.3	17	6,790	1.7
TOTAL									
FOOD, BEVERAGE	2	1,240	0.6	.	.	.	2	1,240	0.6
RUBBER, PLASTICS	1	300	1.7	.	.	.	1	300	1.7
LEATHER	4	2,189	1.4	.	.	.	4	2,189	1.4
TEXTILE	2	501	1.0	.	.	.	2	501	1.0
PAPER	1	239	1.9	1	239	1.9	.	.	.
PRINTING, PUBLISHING	1	256	2.0	.	.	.	1	256	2.0
PRIMARY METALS	2	440	3.0	1	220	4.3	1	220	1.8
FABRICATED METALS	2	542	2.2	1	307	2.1	1	235	2.3
MACHINERY	2	908	2.3	1	464	0.0	1	444	4.7
TRANSPORTATION EQUIPMENT	8	6,205	2.8	6	5,400	2.7	2	805	3.2
ELECTRICAL PRODUCTS	3	1,158	0.4	1	558	0.0	2	600	0.7
TOTAL	96	79,043	2.0	11	23,494	1.8	85	55,549	2.1
NON-MANUFACTURING EXCL CONSTRUCTION	1	250	1.6	.	.	.	1	250	1.6
MINING, QUARRYING									
TRANSPORTATION	7	4,168	2.2	1	1,300	2.4	6	2,868	2.1

(CONTINUED)

TABLE 2 (CONTINUED)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY

	ALL AGREEMENTS				AGREEMENTS WITH COLA				AGREEMENTS WITHOUT COLA			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
WHOLESALE TRADE	1	300	3.5	.	.	.	1	300	1	300	3.5	
RETAIL TRADE	8	22,431	2.1	1	8,000	2.1	7	14,431	7	14,431	2.1	
EDUCATION, RELATED SERVICES	36	26,960	1.7	8	9,729	1.8	28	17,231	28	17,231	1.7	
HEALTH, WELFARE SERVICES	26	8,407	1.7	.	.	.	26	8,407	26	8,407	1.7	
RECREATIONAL SERVICES	3	4,400	3.9	.	.	.	3	4,400	3	4,400	3.9	
ACCOMMODATION, FOOD SERVICES	2	673	2.7	.	.	.	2	673	2	673	2.7	
PROVINCIAL GOVERNMENT	1	4,465	1.5	1	4,465	1.5	.	.	.	.	.
LOCAL GOVERNMENT	11	6,989	2.2	.	.	.	11	6,989	11	6,989	2.2	
TOTAL	6	7,500	3.3	.	.	.	6	7,500	6	7,500	3.3	
CONSTRUCTION	6	7,500	3.3	.	.	.	6	7,500	6	7,500	3.3	

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TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
ALL INDUSTRIES	24	15,428	1.8	76	52,682	2.0	26	19,026	2.6	4	13,385	2.4				
MANUFACTURING	3	1,735	1.2	11	4,143	1.6	13	7,515	2.6	1	585	0.0				
FOOD, BEVERAGE	.	.	.	2	1,240	0.6	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	1	300	1.7	.	.	.				
LEATHER	2	1,450	1.5	2	739	1.4	.	.	.	.	.	.
TEXTILE	1	285	0.0	1	216	2.3	.	.	.	.	.	.
PAPER	.	.	.	.	.	.	1	239	1.9	.	.	.				
PRINTING, PUBLISHING	.	.	.	1	256	2.0	.	.	.	.	.	.
PRIMARY METALS	.	.	.	2	440	3.0	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	2	542	2.2	.	.	.				
MACHINERY	.	.	.	1	444	4.7	1	464	0.0	.	.	.				
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	7	5,620	3.0	1	585	0.0				
ELECTRICAL PRODUCTS	.	.	.	2	808	0.5	1	350	0.0	.	.	.				
NON-MANUFACTURING EXCL CONSTRUCTION	21	13,693	1.8	64	48,239	2.0	8	4,311	1.6	3	12,800	2.5				
MINING, QUARRYING	.	.	.	.	.	.	1	250	1.6	.	.	.				
TRANSPORTATION	1	900	0.0	5	1,968	3.1	.	.	.	1	1,300	2.4				

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	AGMTS	EMPLS	PCT	PCT
NON-MANUFACTURING EXCL CONSTRUCTION																
WHOLESALE TRADE	.	.	.	1	300	3.5	.	.	.	.	.	.	.	.	.	.
RETAIL TRADE	.	.	.	7	14,431	2.1	.	.	.	.	.	.	1	8,000	2.1	
EDUCATION, RELATED SERVICES	12	8,482	1.3	21	17,488	1.9	3	990	2.2	.	.	.	.	.	.	.
HEALTH, WELFARE SERVICES	1	290	3.4	25	8,117	1.6	.	.	.	.	.	.	.	.	.	.
RECREATIONAL SERVICES	2	900	5.4	.	.	.	.	.	.	.	.	.	1	3,500	3.5	
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	2	673	2.7	.	.	.	.	.	.	.
PROVINCIAL GOVERNMENT	.	.	.	1	4,465	1.5	.	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	5	3,121	2.6	4	1,470	3.3	2	2,398	1.0	.	.	.	.	.	.	.
TOTAL	.	.	.	1	300	4.5	5	7,200	3.3	.	.	.	.	.	.	.
CONSTRUCTION	.	.	.	1	300	4.5	5	7,200	3.3	.	.	.	.	.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	AGMTS	EMPLS	PERCENT	PERCENT
ALL INDUSTRIES	9	14,258	1.6	10	6,539	2.6	3	9,885	2.0			
MANUFACTURING	2	778	1.2	8	5,825	2.7	1	585	0.0			
PAPER	.	.	.	1	239	1.9	.	.	.	.	.	.
PRIMARY METALS	1	220	4.3	.	.	.	.	.	.	.	.	.
FABRICATED METALS	.	.	.	1	307	2.1	.	.	.	.	.	.
MACHINERY	.	.	.	1	464	0.0	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	5	4,815	3.0	1	585	0.0			
ELECTRICAL PRODUCTS	1	558	0.0	.	.	.	.	.	.	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	7	13,480	1.7	2	714	1.9	2	9,300	2.1			
TRANSPORTATION	.	.	.	.	.	.	1	1,300	2.4			
RETAIL TRADE	.	.	.	.	.	.	1	8,000	2.1			
EDUCATION, RELATED SERVICES	6	9,015	1.7	2	714	1.9	.	.	.			
PROVINCIAL GOVERNMENT	1	4,465	1.5	.	.	.	.	.	.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	24	15,428	1.8	67	38,424	2.1	16	12,487	2.6	1	3,500	3.5
MANUFACTURING												
TOTAL	3	1,735	1.2	9	3,365	1.7	5	1,690	2.1	.	.	.
FOOD, BEVERAGE	.	.	.	2	1,240	0.6	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	1	300	1.7	.	.	.
LEATHER	2	1,450	1.5	2	739	1.4	.	.	.	.	.	.
TEXTILE	1	285	0.0	1	216	2.3	.	.	.	.	.	.
PRINTING, PUBLISHING	.	.	.	1	256	2.0	.	.	.	.	.	.
PRIMARY METALS	.	.	.	1	220	1.8	.	.	.	.	.	.
FABRICATED METALS	.	.	.	.	.	.	1	235	2.3	.	.	.
MACHINERY	.	.	.	1	444	4.7	.	.	.	.	.	.
TRANSPORTATION EQUIPMENT	.	.	.	.	.	.	2	805	3.2	.	.	.
ELECTRICAL PRODUCTS	.	.	.	1	250	1.8	1	350	0.0	.	.	.
NON-MANUFACTURING EXCL CONSTRUCTION	21	13,693	1.8	57	34,759	2.1	6	3,597	1.5	1	3,500	3.5
MINING, QUARRYING	.	.	.	.	.	.	1	250	1.6	.	.	.
TRANSPORTATION	1	900	0.0	5	1,968	3.1	.	.	.	.	.	.
WHOLESALE TRADE	.	.	.	1	300	3.5	.	.	.	.	.	.
												(CONTINUED)

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION	.	.	.	7	14,431	2.1	.	.	.	.	.	.
RETAIL TRADE	.	.	.	.	.	.	.	.	.	.	.	.
EDUCATION, RELATED SERVICES	12	8,482	1.3	15	8,473	2.1	1	276	2.9	.	.	.
HEALTH, WELFARE SERVICES	1	290	3.4	25	8,117	1.6	.	.	.	.	.	.
RECREATIONAL SERVICES	2	900	5.4	.	.	.	.	.	.	1	3,500	3.5
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	2	673	2.7	.	.	.
LOCAL GOVERNMENT	5	3,121	2.6	4	1,470	3.3	2	2,398	1.0	.	.	.
TOTAL	.	.	.	1	300	4.5	5	7,200	3.3	.	.	.
CONSTRUCTION	.	.	.	1	300	4.5	5	7,200	3.3	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
ALL INDUSTRIES INCL CONSTRUCTION	TOTAL	130	100,521	22	30,682	108	69,839		
	NO INCREASE	10	5,162	3	1,607	7	3,555		
	UNDER 3.0 PERCENT	88	71,609	14	25,675	74	45,934		
	3.0 - 3.9 PERCENT	23	20,536	3	2,830	20	17,706		
	4.0 - 4.9 PERCENT	4	1,314	2	570	2	744		
	5.0 - 5.9 PERCENT	5	1,900	.	.	5	1,900		
MANUFACTURING	TOTAL	28	13,978	11	7,188	17	6,790		
	NO INCREASE	7	3,557	3	1,607	4	1,950		
	UNDER 3.0 PERCENT	15	6,897	4	2,911	11	3,986		
	3.0 - 3.9 PERCENT	3	2,510	2	2,100	1	410		
	4.0 - 4.9 PERCENT	3	1,014	2	570	1	444		
	TOTAL	96	79,043	11	23,494	85	55,549		
NON-MANUFACTURING EXCL CONSTRUCTION	NO INCREASE	3	1,605	.	.	3	1,605		
	UNDER 3.0 PERCENT	73	64,712	10	22,764	63	41,948		
	3.0 - 3.9 PERCENT	15	10,826	1	730	14	10,096		
	5.0 - 5.9 PERCENT	5	1,900	.	.	5	1,900		

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
CONSTRUCTION									
TOTAL	6	7,500		.	.		6	7,500	
3.0 - 3.9 PERCENT	5	7,200		.	.		5	7,200	
4.0 - 4.9 PERCENT	1	300		.	.		1	300	
TOTAL	49	46,302		13	16,488		36	29,814	
NO INCREASE	7	3,557		3	1,607		4	1,950	
UNDER 3.0 PERCENT	25	30,328		6	12,211		19	18,117	
3.0 - 3.9 PERCENT	11	10,203		2	2,100		9	8,103	
4.0 - 4.9 PERCENT	4	1,314		2	570		2	744	
5.0 - 5.9 PERCENT	2	900		.	.		2	900	
TOTAL	81	54,219		9	14,194		72	40,025	
NO INCREASE	3	1,605		.	.		3	1,605	
UNDER 3.0 PERCENT	63	41,281		8	13,464		55	27,817	
3.0 - 3.9 PERCENT	12	10,333		1	730		11	9,603	
5.0 - 5.9 PERCENT	3	1,000		.	.		3	1,000	
PUBLIC SECTOR									

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1991 TO FOURTH QUARTER 1992
BY SECTOR

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1991	114	125,585	3.0	21	20,075	5.1	93	105,510	2.6
PRIVATE SECTOR	40	15,651	4.0	12	5,467	4.8	28	10,184	3.6
PUBLIC SECTOR	74	109,934	2.9	9	14,608	5.2	65	95,326	2.5
FIRST QUARTER 1992	100	137,146	3.0	36	92,394	2.5	64	44,752	4.0
PRIVATE SECTOR	44	33,582	4.1	23	10,260	6.4	21	23,322	3.0
PUBLIC SECTOR	56	103,564	2.7	13	82,134	2.1	43	21,430	5.0
SECOND QUARTER 1992	140	129,128	3.0	35	43,408	2.8	105	85,720	3.1
PRIVATE SECTOR	69	74,833	3.0	20	25,717	2.5	49	49,116	3.3
PUBLIC SECTOR	71	54,295	2.9	15	17,691	3.2	56	36,604	2.8
THIRD QUARTER 1992 (r)	105	127,033	3.0	12	35,621	3.4	93	91,412	2.9
PRIVATE SECTOR	65	81,816	2.8	7	6,198	2.2	58	75,618	2.9
PUBLIC SECTOR	40	45,217	3.4	5	29,423	3.6	35	15,794	3.0
FOURTH QUARTER 1992 (p)	130	100,521	2.1	22	30,682	2.0	108	69,839	2.2
PRIVATE SECTOR	49	46,302	2.3	13	16,488	2.2	36	29,814	2.4
PUBLIC SECTOR	81	54,219	1.9	9	14,194	1.7	72	40,025	2.0

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	EMPLS
TOTAL	130	100,521	49	46,302	81	54,219			
1-3 MONTHS	33	25,386	24	13,263	9	12,123			
4-6 MONTHS	27	31,955	14	23,816	13	8,139			
7-9 MONTHS	18	14,215	4	2,733	14	11,482			
10-12 MONTHS	43	22,001	4	2,420	39	19,581			
13 MONTHS AND OVER	9	6,964	3	4,070	6	2,894			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

7.8

PRIVATE SECTOR

4.9

PUBLIC SECTOR

9.5

TABLE 9
STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
TOTAL	130	100,521	49	46,302	81	54,219
DIRECT BARGAINING	52	44,281	21	18,744	31	25,537
CONCILIATION	6	4,300	3	2,750	3	1,550
POST CONCILIATION BARGAINING	10	4,721	7	4,001	3	720
MEDIATION	15	13,976	10	8,811	5	5,165
POST MEDIATION BARGAINING	12	8,465	4	3,350	8	5,115
POST FACT FINDER BARGAINING	3	1,130	.	.	3	1,130
ARBITRATION	28	15,002	.	.	28	15,002
WORK STOPPAGE	4	8,646	4	8,646	.	.

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1992

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	130	100,521		33	25,386		27	31,955		18	14,215		43	22,001		9	6,964	
DIRECT BARGAINING	52	44,281		16	13,649		12	14,870		8	5,937		12	5,055		4	4,770	
CONCILIATION	6	4,300		1	450		2	1,730		2	820		1	1,300		.	.	
POST CONCILIATION BARGAINING	10	4,721		5	1,926		3	895		1	1,700		1	200		.	.	
MEDIATION	15	13,976		3	1,057		5	7,131		5	4,958		2	830		.	.	
POST MEDIATION BARGAINING	12	8,465		6	5,239		1	950		2	800		2	1,200		1	276	
POST FACT FINDER BARGAINING	3	1,130		.	.		.	.		.	.		2	670		1	460	
ARBITRATION	28	15,002		.	.		2	798		.	.		23	12,746		3	1,458	
WORK STOPPAGE	4	8,646		2	3,065		2	5,581		.	.		.	.		.	.



Labour Management Services
Ontario Office of Collective Bargaining Information

CADON
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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FIRST QUARTER 1993





Labour Management Services
Relations patronales-syndicales

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Collective Bargaining
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May 20, 1993

Dear Client:

Please find enclosed *Ontario Wage Developments in Collective Bargaining Settlements, First Quarter, 1993*.

Although the information contained in this publication remains the same, changes have been made to the format and presentation of the data.

We would welcome your comments regarding the revised publication.

Please contact me (326-1288) or Bill Murnighan, Research Economist (326-1291).

Yours very truly,

A handwritten signature in cursive script that reads 'Careen Jones'.

Careen Jones
Research Co-ordinator

FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the first quarter of 1993.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, FIRST QUARTER, 1993

During the first quarter of 1993, settlements were negotiated in 131 collective agreements covering 200 or more Ontario employees. A total of 79,775 employees were affected by these settlements, concentrated in education and related services, health and welfare services and transportation.

Wage Adjustments

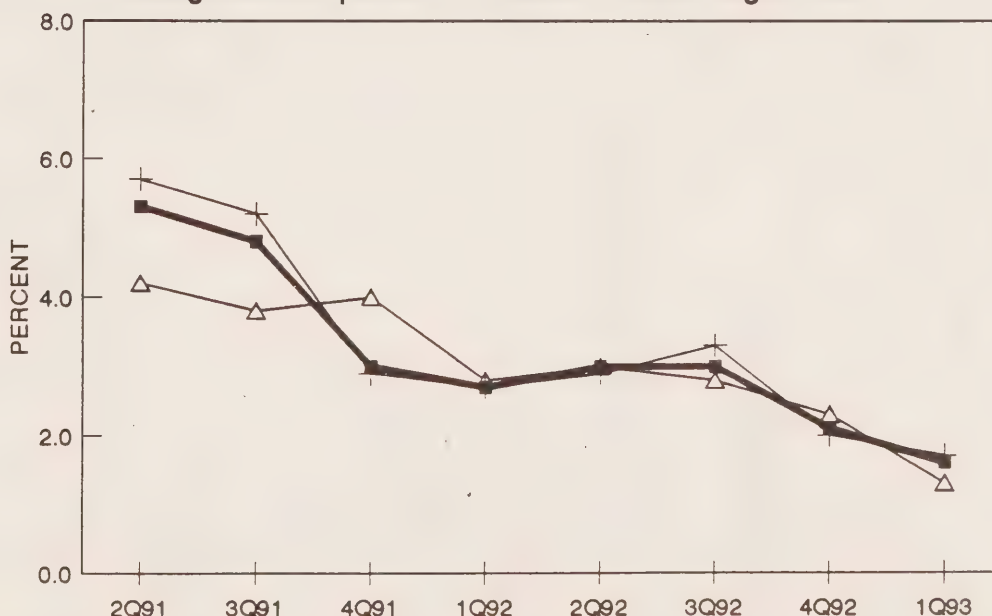
Increases to the base rates in the first quarter settlements dropped to their lowest level on record, providing increases averaging 1.6% per year over the terms of agreements. Increases in first quarter settlements are down from 2.1% for settlements in the fourth quarter of 1992. (See Chart 1 and Table 1.) Private sector settlements averaged 1.3%, down from 2.3% in the previous quarter,

1ST QUARTER 1993	
Number of Agreements	131
Employees Covered	79,775
AVERAGE ANNUAL INCREASES	
All Settlements	1.6%
Public Sector	1.7%
Private Sector	1.3%

4TH QUARTER 1992	
Number of Agreements	146
Employees Covered	107,900
AVERAGE ANNUAL INCREASES	
All Settlements	2.1%
Public Sector	2.0%
Private Sector	2.3%

while public sector settlements averaged 1.7%, down from 2.0% in the previous quarter. Agreements without a cost-of-living-adjustment (COLA) averaged 1.6%, down

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTOR
average annual percent increase in base wage rates



All Agreements	■	5.3	4.8	3.0	2.7	3.0	3.0	2.1	1.6
Public	+	5.7	5.2	2.9	2.7	2.9	3.3	2.0	1.7
Private	△	4.2	3.8	4.0	2.8	3.0	2.8	2.3	1.3

from 2.2% in the previous quarter. The seventeen agreements with COLA averaged 1.9%, down from 2.0% in the previous quarter. (See Table 7.)

Manufacturing industry settlements accounted for 20 of the 131 agreements ratified in the first quarter of 1993 and 6,360 (8.0%) employees. These agreements provided an average annual increase of 1.5%. The 111 agreements covering 73,415 employees in non-manufacturing industries provided an average annual increase of 1.6%. (See Table 2.)

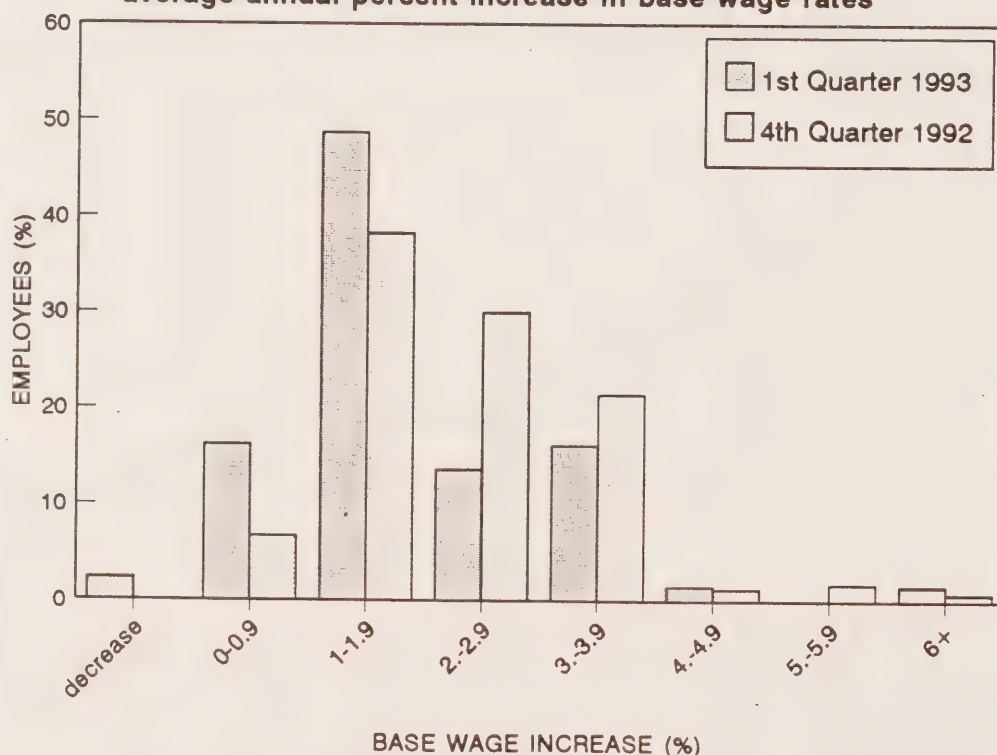
Major settlements in the first quarter of 1993 included 18,809 education and related services employees (largely various school boards) whose average annual increase was 1.4%; 14,527 health and welfare services employees (largely participating hospitals and CUPE) whose average annual base wage

increase was 1.9%; and 9,966 public and private sector transportation employees (largely Air Canada and Canadian Airlines) whose average annual base wage increase was 1.1%.

Over half (56%) of the first quarter settlements were for a two-year term, 30 agreements (23%) were for a one-year term, and 23 (18%) were for a three-year term. Two agreements were for four-year terms and two were for five-year terms. (See Tables 5, 6 and 7.)

Nearly half of the employees were covered by the 63 agreements providing increases between 1.0% and 1.9% per year. A further thirty percent of the employees were covered by agreements providing increases between 2.0% and 3.9% per year. Only three percent of the employees were covered by agreements providing increases of 4.0% or more per year.

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



Fifteen agreements, covering ten percent of the employees, settled with no increases, while four agreements, covering two percent of the employees, resulted in decreases. (See Chart 2 and Table 4.)

Negotiations

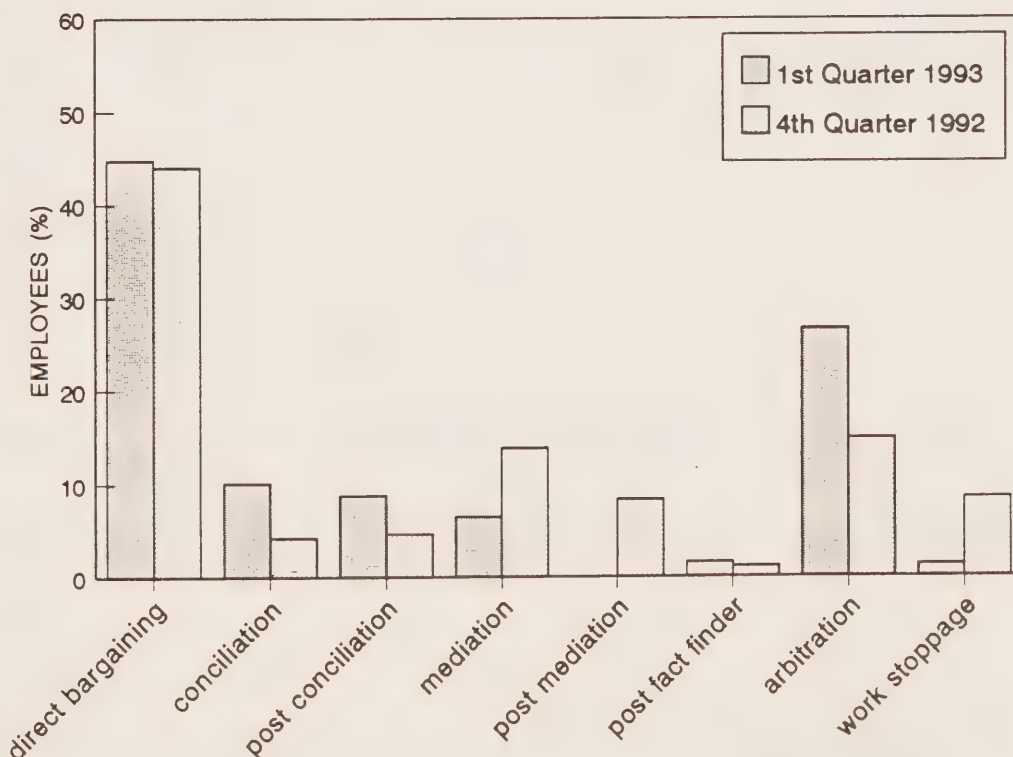
Settlements were reached by the parties without outside assistance in a third of the agreements, covering 45% of the employees. Government assistance was provided in the remaining negotiations. Two agreements, covering less than two percent of the employees involved work stoppages. (See Chart 3, Tables 9 and 10.)

The first quarter settlements were reached in an average of eight and a half months, measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees.

Private sector settlements were negotiated in an average of three months compared with an average of over ten months for the public sector. (See Table 8.)

Key negotiations in the broader public sector scheduled for the second quarter of 1993 may be influenced by the outcome of *social contract* talks between the provincial government and public sector unions and employers. Agreements covering Ontario's 76,000 federal government employees expiring during the second quarter are scheduled to be extended by legislation. Key ongoing private sector negotiations involve 17,000 pulp and paper workers.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
FIRST QUARTER 1992 TO FIRST QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FIRST QUARTER 1992									
All Agreements	100	137,146	2.7	36	92,394	2.1	64	44,752	4.0
Private Sector	44	33,582	2.8	23	10,260	2.2	21	23,322	3.0
Public Sector	56	103,564	2.7	13	82,134	2.1	43	21,430	5.0
SECOND QUARTER 1992									
All Agreements	143	131,582	3.0	38	45,804	2.8	105	85,778	3.1
Private Sector	70	75,183	3.0	21	26,067	2.4	49	49,116	3.3
Public Sector	73	56,399	2.9	17	19,737	3.3	56	36,662	2.7
THIRD QUARTER 1992									
All Agreements	112	129,705	3.0	13	35,871	3.4	99	93,834	2.9
Private Sector	68	82,721	2.8	7	6,198	2.2	61	76,523	2.8
Public Sector	44	46,984	3.3	6	29,673	3.6	38	17,311	2.9
FOURTH QUARTER 1992									
All Agreements	146	107,900	2.1	22	30,682	2.0	124	77,218	2.2
Private Sector	53	48,182	2.3	13	16,488	2.2	40	31,694	2.4
Public Sector	93	59,718	2.0	9	14,194	1.7	84	45,524	2.0
FIRST QUARTER 1993									
All Agreements	131	79,775	1.6	17	15,763	1.9	114	64,012	1.6
Private Sector	32	22,482	1.3	9	4,116	2.7	23	18,366	1.0
Public Sector	99	57,293	1.7	8	11,647	1.6	91	45,646	1.8

TABLE 2

[illegible]

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
INCLUDING AND EXCLUDING CONSTRUCTION
FIRST QUARTER 1992 TO FIRST QUARTER 1993

[illegible]

TABLE 4
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FIRST QUARTER 1993

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	131	79,775	17	15,763	114	64,012
Decrease	4	1,837	-	-	4	1,837
No Increase	15	8,296	-	-	15	8,296
0.1 - 0.9 Percent	10	4,626	-	-	10	4,626
1.0 - 1.9 Percent	63	38,887	6	9,818	57	29,069
2.0 - 2.9 Percent	20	10,865	2	750	18	10,115
3.0 - 3.9 Percent	12	12,889	8	4,935	4	7,954
4.0 - 4.9 Percent	3	1,174	1	260	2	914
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	2	548	-	-	2	548
7.0 Percent and over	2	653	-	-	2	653
MANUFACTURING TOTAL	20	6,360	5	1,792	15	4,568
Decrease	3	837	-	-	3	837
No Increase	1	285	-	-	1	285
0.1 - 0.9 Percent	-	-	-	-	-	-
1.0 - 1.9 Percent	4	1,230	2	790	2	440
2.0 - 2.9 Percent	9	3,056	1	450	8	2,606
3.0 - 3.9 Percent	1	292	1	292	-	-
4.0 - 4.9 Percent	2	660	1	260	1	400
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	111	73,415	12	13,971	99	59,444
Decrease	1	1,000	-	-	1	1,000
No Increase	14	8,011	-	-	14	8,011
0.1 - 0.9 Percent	10	4,626	-	-	10	4,626
1.0 - 1.9 Percent	59	37,657	4	9,028	55	28,629
2.0 - 2.9 Percent	11	7,809	1	300	10	7,509
3.0 - 3.9 Percent	11	12,597	7	4,643	4	7,954
4.0 - 4.9 Percent	1	514	-	-	1	514
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	2	548	-	-	2	548
7.0 Percent and over	2	653	-	-	2	653

TABLE 4 (Continued)

**DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FIRST QUARTER 1993**

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
PRIVATE SECTOR TOTAL	32	22,482	9	4,116	23	18,366
Decrease	4	1,837	-	-	4	1,837
No Increase	3	1,848	-	-	3	1,848
0.1 - 0.9 Percent	1	385	-	-	1	385
1.0 - 1.9 Percent	8	9,688	4	1,398	4	8,290
2.0 - 2.9 Percent	11	6,056	1	450	10	5,606
3.0 - 3.9 Percent	3	2,008	3	2,008	-	-
4.0 - 4.9 Percent	2	660	1	260	1	400
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	99	57,293	8	11,647	91	45,646
Decrease	-	-	-	-	-	-
No Increase	12	6,448	-	-	12	6,448
0.1 - 0.9 Percent	9	4,241	-	-	9	4,241
1.0 - 1.9 Percent	55	29,199	2	8,420	53	20,779
2.0 - 2.9 Percent	9	4,809	1	300	8	4,509
3.0 - 3.9 Percent	9	10,881	5	2,927	4	7,954
4.0 - 4.9 Percent	1	514	-	-	1	514
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	2	548	-	-	2	548
7.0 Percent and over	2	653	-	-	2	653

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FIRST QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Emps	Pct	Agmts	Emps	Pct	Agmts	Emps	Pct
ALL INDUSTRIES	30	27,630	1.7	74	35,893	1.6	23	14,935	1.7
MANUFACTURING TOTAL	4	1,255	1.7	4	1,097	0.5	9	3,091	2.8
Food, Beverage	-	-	-	-	-	-	1	400	4.4
Rubber, Plastics	-	-	-	-	-	-	2	842	3.1
Textile	1	210	2.9	-	-	-	1	249	2.2
Clothing	-	-	-	-	-	-	1	420	2.2
Wood	-	-	-	1	200	-6.1	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	1	210	2.5	-	-	-	-	-	-
Primary Metals	-	-	-	1	210	1.0	-	-	-
Fabricated Metals	1	285	0.0	1	217	2.4	1	240	1.6
Machinery	1	550	1.9	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-	3	940	2.7
Other Manufacturing	-	-	-	1	470	2.3	-	-	-
NON-MANUFACTURING TOTAL	26	26,375	1.7	70	34,796	1.7	14	11,844	1.4
Mining, Quarrying	1	208	1.4	-	-	-	1	216	3.0
Transportation	3	4,159	0.9	3	1,359	2.1	5	4,448	1.1
Electric, Gas, Water	2	1,247	0.0	1	7,800	1.0	-	-	-
Retail Trade	1	7,400	1.0	-	-	-	-	-	-
Education and Related Services	9	3,617	0.7	22	10,812	1.7	7	4,380	1.2
Health, Welfare Services	3	870	0.6	41	13,657	2.0	-	-	-
Management Services	-	-	-	1	500	0.9	-	-	-
Personal Services	-	-	-	1	200	2.0	-	-	-
Accommodation, Food Services	-	-	-	-	-	-	1	2,800	2.2
Local Government	7	8,874	3.4	1	468	2.2	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 5 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FIRST QUARTER 1993

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	2	680	1.9	2	637	-4.4
MANUFACTURING TOTAL	1	280	2.0	2	637	-4.4
Food, Beverage	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Paper	-	-	-	2	637	-4.4
Printing, Publishing	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-
Fabricated Metals	1	280	2.0	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Other Manufacturing	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	1	400	1.8	-	-	-
Mining, Quarrying	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Retail Trade	1	400	1.8	-	-	-
Education, Related Services	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FIRST QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	28	26,872	1.7	67	24,546	1.7	16	11,677	1.4
MANUFACTURING TOTAL	3	705	1.6	4	1,097	0.5	5	1,849	2.7
Food, Beverage	-	-	-	-	-	-	1	400	4.4
Rubber, Plastics	-	-	-	-	-	-	1	550	2.8
Textile	1	210	2.9	-	-	-	1	249	2.2
Clothing	-	-	-	-	-	-	1	420	2.2
Wood	-	-	-	1	200	-6.1	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	1	210	2.5	-	-	-	-	-	-
Primary Metals	-	-	-	1	210	1.0	-	-	-
Fabricated Metals	1	285	0.0	1	217	2.4	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-	1	230	1.0
Other Manufacturing	-	-	-	1	470	2.3	-	-	-
NON-MANUFACTURING TOTAL	25	26,167	1.7	63	23,449	1.7	11	9,828	1.1
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	3	4,159	0.9	3	1,359	2.1	4	2,948	0.0
Electric, Gas, Water	2	1,247	0.0	-	-	-	-	-	-
Retail Trade	1	7,400	1.0	-	-	-	-	-	-
Education, Related Services	9	3,617	0.7	16	7,265	1.1	6	4,080	1.1
Health, Welfare Services	3	870	0.6	41	13,657	2.0	-	-	-
Management Services	-	-	-	1	500	0.9	-	-	-
Personal Services	-	-	-	1	200	2.0	-	-	-
Accommodation, Food Services	-	-	-	-	-	-	1	2,800	2.2
Local Government	7	8,874	3.4	1	468	2.2	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 6 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FIRST QUARTER 1993

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	1	280	2.0	2	637	-4.4
MANUFACTURING TOTAL	1	280	2.0	2	637	-4.4
Food, Beverage	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Paper	-	-	-	2	637	-4.4
Printing, Publishing	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-
Fabricated Metals	1	280	2.0	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Other Manufacturing	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-
Education, Related Services	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-

TABLE 7
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITH COLA
BY DURATION
FIRST QUARTER 1993

[illegible]

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
FIRST QUARTER 1993

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	131	79,775	32	22,482	99	57,293
1-3 Months	39	20,361	24	11,884	15	8,477
4-6 Months	10	4,815	4	2,148	6	2,667
7-9 Months	16	16,054	4	8,450	12	7,604
10-12 Months	17	15,914	-	-	17	15,914
13 Months and Over	49	22,631	-	-	49	22,631

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	8.5
Private Sector	3.0
Public Sector	10.3

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
FIRST QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	131	79,775	32	22,482	99	57,293
Direct Bargaining	43	35,750	17	14,547	26	21,203
Conciliation	15	8,104	7	4,570	8	3,534
Post Conciliation Bargaining	11	7,074	4	2,248	7	4,826
Mediation	12	5,257	3	647	9	4,610
Post Fact Finder Bargaining	4	1,273	-	-	4	1,273
Arbitration	44	21,247	-	-	44	21,247
Work Stoppage	2	1,070	1	470	1	600

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
FIRST QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	131	79,775	39	20,361	10	4,815	16	16,054	17	15,914	49	22,631
Direct Bargaining	43	35,750	24	11,825	5	3,059	4	8,564	6	10,842	4	1,460
Conciliation	15	8,104	4	3,715	3	930	2	600	4	2,395	2	464
Post Conciliation	11	7,074	7	3,704	-	-	3	3,120	1	250	-	-
Mediation	12	5,257	3	647	-	-	6	3,547	2	863	1	200
Post Fact Finder Bargaining	4	1,273	-	-	-	-	1	223	3	1,050	-	-
Arbitration	44	21,247	-	-	2	826	-	-	1	514	41	19,907
Work Stoppage	2	1,070	1	470	-	-	-	-	-	-	1	600

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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

SECOND QUARTER 1993



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the second quarter of 1993.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly reports on settlements prepared by the staff of the Office of Collective Bargaining Information, Labour Management Services. Pay Equity adjustments are excluded from the calculations in this report.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, SECOND QUARTER, 1993

During the second quarter of 1993, settlements were reached in 142 collective agreements covering 200 or more Ontario employees. A total of 149,987 employees were affected by these settlements concentrated in the federal government, education and related services, local government and primary metals.

Wage Adjustments

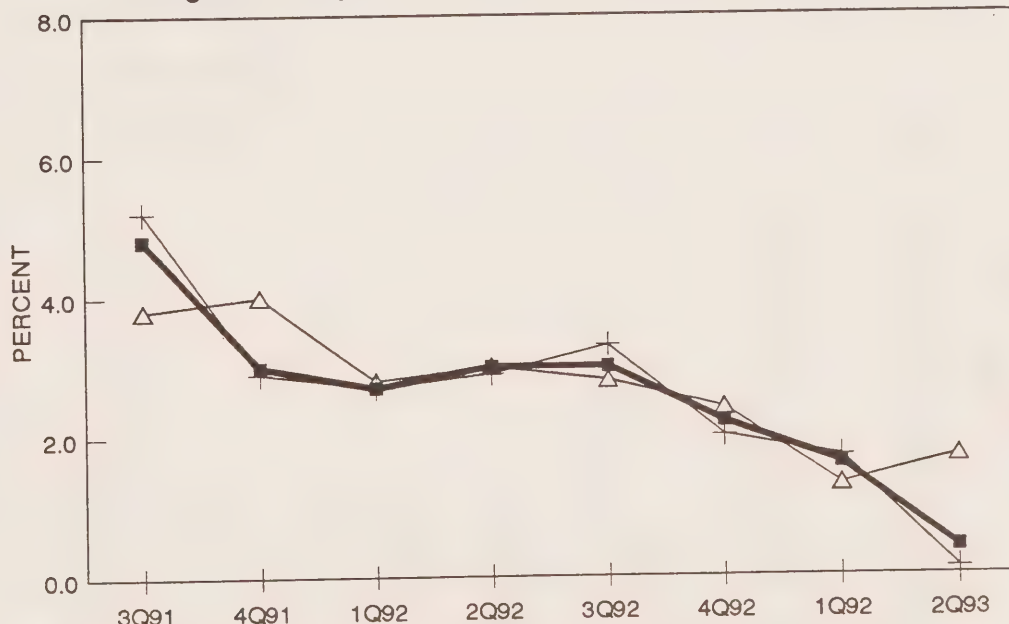
Increases to the base rates in second quarter settlements averaged 0.4% per year over the terms of agreements, dropping to their lowest level on record and continuing the downward trend observed in the previous three quarters. (See Chart 1 and Table 1). The overall average for this quarter was heavily influenced by public sector settlements which dropped significantly to 0.1% from 1.7% in the previous quarter, while private sector settlements edged up, averaging 1.7% compared to 1.3% in the previous quarter.

2ND QUARTER 1993	
Number of Agreements	142
Employees Covered	149,987
AVERAGE ANNUAL INCREASES	
All Settlements	0.4%
Public Sector	0.1%
Private Sector	1.7%
1ST QUARTER 1993	
Number of Agreements	131
Employees Covered	79,775
AVERAGE ANNUAL INCREASES	
All Settlements	1.6%
Public Sector	1.7%
Private Sector	1.3%

The sixteen agreements with a cost-of-living-adjustment (COLA) provided increases averaging 1.7%, down from 1.9% in the previous quarter.

Major settlements in the second quarter included 81,029 employees of the federal

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTOR
average annual percent increase in base wage rates



government working in Ontario, whose agreements were extended by legislation for two years with a wage freeze; 18,151 education and related services employees (largely various school boards), whose average annual increase was 0.4%; 16,589 local government employees (largely City and Metro Toronto employees) with average annual increases in this sector of 0.1%; and 8,060 Stelco employees in the primary metals sector, whose COLA clauses yield an estimated average annual increase of 1.5%. A pattern-setting agreement for the province's 17,000 pulp and paper workers was reached by employees at Abitibi-Price, providing an average increase of 0.8% per year in the first three years of a five-year agreement, with a wage re-opener scheduled for the last two years.

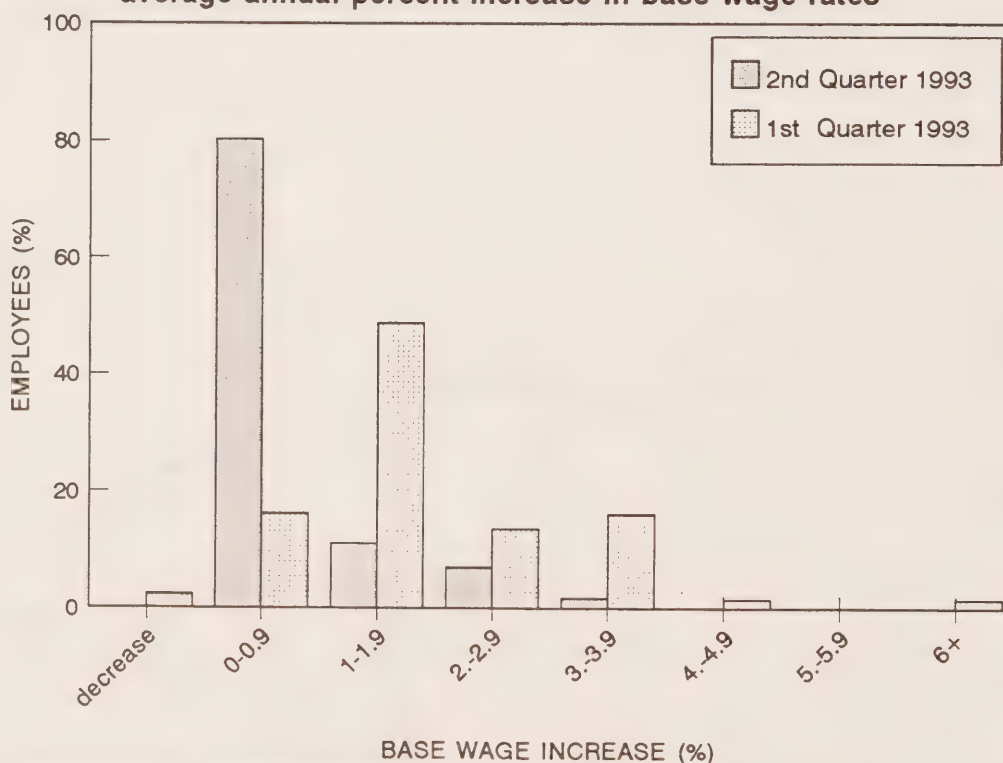
Among second quarter settlements nearly three quarters of the employees were covered by the 76 agreements with wage freezes. In the remaining agreements average annual increases were fairly evenly spread over the

0.1% to 2.9% range. Seven agreements covering less than two percent of the employees provided increases between 3.0% and 3.9% per year. No settlements provided increases greater than 4.0%. (See Chart 2 and Table 4.)

Non-manufacturing agreements accounted for eighty-five percent of employees involved in second quarter settlements and 105 of the 142 agreements. These agreements provided an average annual increase of 0.2%. The 33 agreements covering 19,636 employees in manufacturing industries provided an average annual increase of 1.5%. (See Table 2.)

Over three quarters of employees involved in second quarter settlements were covered by agreements with a two-year term. A further fourteen percent of the employees were covered by three-year agreements and seven percent by one-year agreements. Only three agreements, covering a total of less than one thousand employees, settled for a term longer than three years. (See Tables 5, 6 and 7.)

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



Negotiations

Settlements were reached by the parties without outside assistance in thirty percent of the agreements, covering just over twenty percent of the employees. Over half of the employees were covered by agreements with the federal government which were extended by legislation. Government assistance was provided in the remaining negotiations. Two agreements, covering less than one percent of the employees, involved work stoppages. (See Chart 3, Tables 9 and 10.)

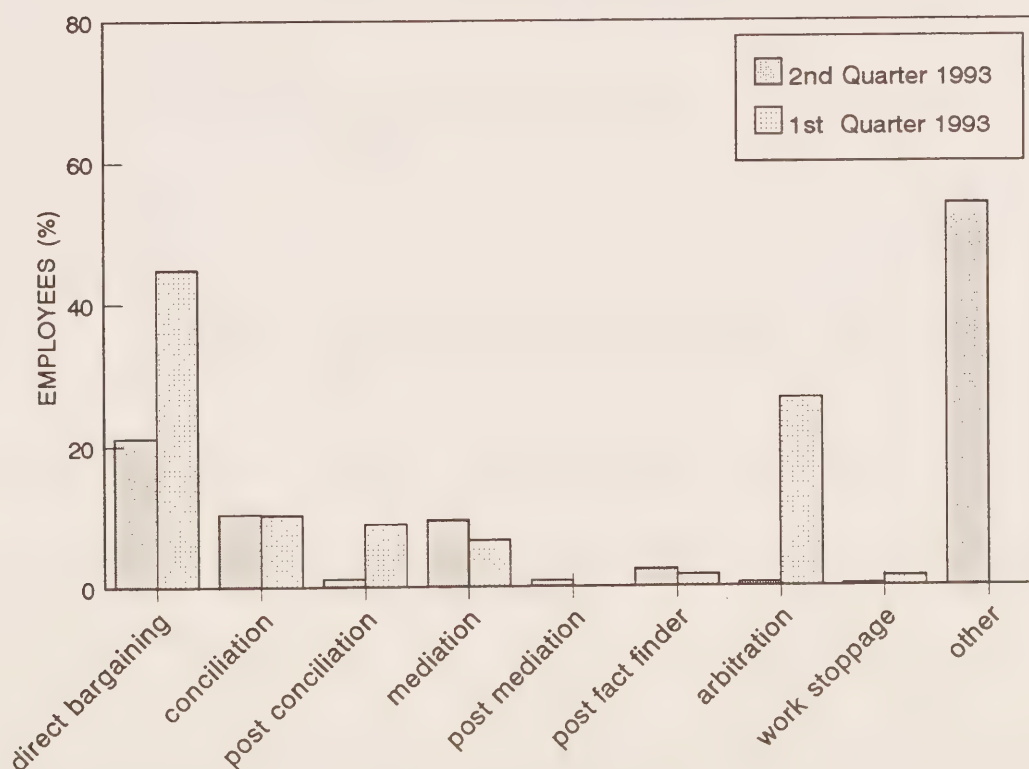
Second quarter settlements were reached in an average of just under four months, measured from the date the parties commenced bargaining to the date the settlements were ratified by the employees or extended by legislation. Private sector settlements were negotiated in an average of three months compared with an average of just over four months for the public sector. (See Table 8.)

Upcoming Bargaining

Following passage of Bill 48, *The Social Contract Act*, over 4,100 agreements covering more than 630,000 unionized employees in the broader public sector will either reach negotiated cost saving settlements during the third quarter of 1993, or will have the savings imposed directly under the *Act*. Private sector bargaining in the third quarter will be concentrated in the pulp and paper, forestry and auto industries.

Following settlement of the pattern-setting agreement at Abitibi-Price, pulp and paper negotiations continue into the third quarter on an employer by employer basis. Ten agreements covering over 2,300 forestry employees represented by the IWA are scheduled to expire in August. Auto industry negotiations are underway as agreements covering over 50,000 employees at General Motors, Ford and Chrysler are set to expire in September.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
SECOND QUARTER 1992 TO SECOND QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
SECOND QUARTER 1992									
All Agreements	145	133,696	3.0	38	45,804	2.8	107	87,892	3.0
Private Sector	70	74,937	3.0	21	26,067	2.4	49	48,906	3.3
Public Sector	75	58,723	2.9	17	19,737	3.3	58	38,986	2.7
THIRD QUARTER 1992									
All Agreements	113	130,557	3.0	13	35,871	3.4	100	94,686	2.9
Private Sector	69	83,571	2.8	7	6,198	2.2	62	77,373	2.8
Public Sector	44	46,986	3.3	6	29,673	3.6	38	17,313	2.9
FOURTH QUARTER 1992									
All Agreements	146	107,725	2.2	22	30,682	1.9	124	77,043	2.3
Private Sector	53	48,182	2.4	13	16,488	2.1	40	31,694	2.6
Public Sector	93	59,543	2.0	9	14,194	1.7	84	45,349	2.0
FIRST QUARTER 1993									
All Agreements	131	79,775	1.6	17	15,563	1.9	114	64,012	1.6
Private Sector	32	22,482	1.3	9	3,916	2.7	23	18,366	1.0
Public Sector	99	57,293	1.7	8	11,647	1.6	91	45,646	1.8
SECOND QUARTER 1993									
All Agreements	142	149,987	0.4	16	14,070	1.7	126	135,917	0.3
Private Sector	49	27,841	1.7	13	12,580	1.7	36	15,261	1.8
Public Sector	93	122,146	0.1	3	1,490	2.0	90	120,656	0.1

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY
SECOND QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	142	149,987	0.4	16	14,070	1.7	126	135,917	0.3
MANUFACTURING TOTAL	33	19,636	1.5	13	12,580	1.7	20	7,056	1.2
Food, Beverage	11	3,903	1.6	3	1,209	2.7	8	2,694	1.1
Rubber, Plastics	1	420	2.2	1	420	2.2	-	-	-
Textile	1	700	0.0	-	-	-	1	700	0.0
Clothing	1	240	0.0	-	-	-	1	240	0.0
Wood	1	250	2.2	-	-	-	1	250	2.2
Furniture, Fixtures	1	200	0.0	-	-	-	1	200	0.0
Paper	3	1,314	1.6	-	-	-	3	1,314	1.6
Primary Metals	2	8,060	1.5	2	8,060	1.5	-	-	-
Fabricated Metals	1	290	0.0	-	-	-	1	290	0.0
Machinery	2	684	2.0	1	470	2.0	1	214	2.0
Transportation Equipment	1	450	1.5	1	450	1.5	-	-	-
Electrical Products	4	1,129	1.6	2	487	0.9	2	642	2.2
Non-Metallic Minerals	2	1,283	1.9	2	1,283	1.9	-	-	-
Chemicals	1	512	2.2	-	-	-	1	512	2.2
Other Manufacturing	1	201	2.3	1	201	2.3	-	-	-
NON-MANUFACTURING TOTAL	105	128,801	0.2	3	1,490	2.0	102	127,311	0.2
Transportation	1	254	1.5	-	-	-	1	254	1.5
Electric, Gas, Water	3	761	0.0	-	-	-	3	761	0.0
Wholesale Trade	1	530	0.0	-	-	-	1	530	0.0
Retail Trade	1	524	3.5	-	-	-	1	524	3.5
Education, Related Services	25	18,151	0.4	2	750	1.0	23	17,401	0.3
Health, Welfare Services	6	4,372	0.7	-	-	-	6	4,372	0.7
Management Services	1	2,200	2.0	-	-	-	1	2,200	2.0
Accommodation, Food Services	8	3,188	2.1	-	-	-	8	3,188	2.1
Other Services	2	463	1.4	-	-	-	2	463	1.4
Federal Government	44	81,029	0.0	-	-	-	44	81,029	0.0
Provincial Government	1	740	2.9	1	740	2.9	-	-	-
Local Government	12	16,589	0.1	-	-	-	12	16,589	0.1
CONSTRUCTION TOTAL	4	1,550	3.3	-	-	-	4	1,550	3.3

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
INCLUDING AND EXCLUDING CONSTRUCTION
SECOND QUARTER 1992 TO SECOND QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
SECOND QUARTER 1992									
All Industries Incl Construction	145	133,696	3.0	38	45,804	2.8	107	87,892	3.0
All Industries Excl Construction	127	99,691	2.7	38	45,804	2.8	89	53,887	2.7
Construction	18	34,005	3.6	-	-	-	18	34,005	3.6
THIRD QUARTER 1992									
All Industries Incl Construction	113	130,557	3.0	13	35,871	3.4	100	94,686	2.9
All Industries Excl Construction	83	75,487	2.9	13	35,871	3.4	70	39,616	2.4
Construction	30	55,070	3.2	-	-	-	30	55,070	3.2
FOURTH QUARTER 1992									
All Industries Incl Construction	146	107,725	2.2	22	30,682	1.9	124	77,043	2.3
All Industries Excl Construction	139	99,925	2.1	22	30,682	1.9	117	69,243	2.2
Construction	7	7,800	3.3	-	-	-	7	7,800	3.3
FIRST QUARTER 1993									
All Industries Incl Construction	131	79,775	1.6	17	15,563	1.9	114	64,012	1.6
All Industries Excl Construction	131	79,775	1.6	17	15,563	1.9	114	64,012	1.6
Construction	-	-	-	-	-	-	-	-	-
SECOND QUARTER 1993									
All Industries Incl Construction	142	149,987	0.4	16	14,070	1.7	126	135,917	0.3
All Industries Excl Construction	138	148,437	0.4	16	14,070	1.7	122	134,367	0.2
Construction	4	1,550	3.3	-	-	-	4	1,550	3.3

TABLE 4

**DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
SECOND QUARTER 1993**

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	142	149,987	16	14,070	126	135,917
Decrease	-	-	-	-	-	-
No Increase	76	109,818	1	259	75	109,559
0.1 - 0.9 Percent	15	10,434	1	450	14	9,984
1.0 - 1.9 Percent	23	16,667	7	9,922	16	6,745
2.0 - 2.9 Percent	21	10,496	6	2,879	15	7,617
3.0 - 3.9 Percent	7	2,572	1	560	6	2,012
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	33	19,636	13	12,580	20	7,056
Decrease	-	-	-	-	-	-
No Increase	7	2,438	1	259	6	2,179
0.1 - 0.9 Percent	6	1,874	1	450	5	1,424
1.0 - 1.9 Percent	7	10,169	5	9,172	2	997
2.0 - 2.9 Percent	11	4,370	5	2,139	6	2,231
3.0 - 3.9 Percent	2	785	1	560	1	225
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	105	128,801	3	1,490	102	127,311
Decrease	-	-	-	-	-	-
No Increase	69	107,380	-	-	69	107,380
0.1 - 0.9 Percent	9	8,560	-	-	9	8,560
1.0 - 1.9 Percent	16	6,498	2	750	14	5,748
2.0 - 2.9 Percent	9	5,626	1	740	8	4,886
3.0 - 3.9 Percent	2	737	-	-	2	737
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
SECOND QUARTER 1993

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
CONSTRUCTION TOTAL	4	1,550	-	-	4	1,550
Decrease	-	-	-	-	-	-
No Increase	-	-	-	-	-	-
0.1 - 0.9 Percent	-	-	-	-	-	-
1.0 - 1.9 Percent	-	-	-	-	-	-
2.0 - 2.9 Percent	1	500	-	-	1	500
3.0 - 3.9 Percent	3	1,050	-	-	3	1,050
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PRIVATE SECTOR TOTAL	49	27,841	13	12,580	36	15,261
Decrease	-	-	-	-	-	-
No Increase	8	2,968	1	259	7	2,709
0.1 - 0.9 Percent	6	1,874	1	450	5	1,424
1.0 - 1.9 Percent	10	11,147	5	9,172	5	1,975
2.0 - 2.9 Percent	18	9,280	5	2,139	13	7,141
3.0 - 3.9 Percent	7	2,572	1	560	6	2,012
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	93	122,146	3	1,490	90	120,656
Decrease	-	-	-	-	-	-
No Increase	68	106,850	-	-	68	106,850
0.1 - 0.9 Percent	9	8,560	-	-	9	8,560
1.0 - 1.9 Percent	13	5,520	2	750	11	4,770
2.0 - 2.9 Percent	3	1,216	1	740	2	476
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
SECOND QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	18	9,843	0.5	91	117,806	0.1	30	21,389	1.8
MANUFACTURING TOTAL	3	730	0.0	12	3,833	1.4	15	14,124	1.6
Food, Beverage	-	-	-	8	2,694	1.1	2	994	2.7
Rubber, Plastics	-	-	-	-	-	-	1	420	2.2
Textile	-	-	-	-	-	-	1	700	0.0
Clothing	1	240	0.0	-	-	-	-	-	-
Wood	-	-	-	-	-	-	1	250	2.2
Furniture, Fixtures	1	200	0.0	-	-	-	-	-	-
Paper	-	-	-	-	-	-	1	580	2.5
Primary Metals	-	-	-	-	-	-	2	8,060	1.5
Fabricated Metals	1	290	0.0	-	-	-	-	-	-
Machinery	-	-	-	1	214	2.0	1	470	2.0
Transportation Equipment	-	-	-	-	-	-	1	450	1.5
Electrical Products	-	-	-	1	212	0.7	3	917	1.8
Non-Metallic Minerals	-	-	-	-	-	-	2	1,283	1.9
Chemicals	-	-	-	1	512	2.2	-	-	-
Other Manufacturing	-	-	-	1	201	2.3	-	-	-
NON-MANUFACTURING TOTAL	15	9,113	0.5	76	112,673	0.1	14	7,015	2.1
Transportation	1	254	1.5	-	-	-	-	-	-
Electric, Gas, Water	3	761	0.0	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	530	0.0	-	-	-
Retail Trade	-	-	-	1	524	3.5	-	-	-
Education and Related Services	8	7,160	0.4	15	10,587	0.2	2	404	1.9
Health, Welfare Services	1	416	1.7	5	3,956	0.6	-	-	-
Managemnt Services	-	-	-	-	-	-	1	2,200	2.0
Accommodation, Food Services	-	-	-	-	-	-	8	3,188	2.1
Other Services	1	250	0.0	-	-	-	1	213	3.0
Federal Government	-	-	-	44	81,029	0.0	-	-	-
Provincial Government	-	-	-	-	-	-	1	740	2.9
Local Government	1	272	2.0	10	16,047	0.0	1	270	1.7
CONSTRUCTION TOTAL	-	-	-	3	1,300	3.3	1	250	3.5

TABLE 5 (continued)

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
SECOND QUARTER 1993**

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	1	215	2.5	2	734	0.8
MANUFACTURING TOTAL	1	215	2.5	2	734	0.8
Food, Beverage	1	215	2.5	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-
Paper	-	-	-	2	734	0.8
Primary Metals	-	-	-	-	-	-
Fabricated Metal	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
Other Manufacturing	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-
Education, Related Services	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Federal Government	-	-	-	-	-	-
Provincial Government	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
SECOND QUARTER 1993**

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	16	9,093	0.4	90	117,605	0.1	18	8,485	2.0
MANUFACTURING TOTAL	3	730	0.0	11	3,632	1.3	4	1,960	1.7
Food, Beverage	-	-	-	8	2,694	1.1	-	-	-
Textile	-	-	-	-	-	-	1	700	0.0
Clothing	1	240	0.0	-	-	-	-	-	-
Wood	-	-	-	-	-	-	1	250	2.2
Furniture, Fixtures	1	200	0.0	-	-	-	-	-	-
Paper	-	-	-	-	-	-	1	580	2.5
Fabricated Metals	1	290	0.0	-	-	-	-	-	-
Machinery	-	-	-	1	214	2.0	-	-	-
Electrical Products	-	-	-	1	212	0.7	1	430	2.9
Chemicals	-	-	-	1	512	2.2	-	-	-
NON-MANUFACTURING TOTAL	13	8,363	0.5	76	112,673	0.1	13	6,275	2.1
Transportation	1	254	1.5	-	-	-	-	-	-
Electric, Gas, Water	3	761	0.0	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	530	0.0	-	-	-
Retail Trade	-	-	-	1	524	3.5	-	-	-
Education, Related Services	6	6,410	0.4	15	10,587	0.2	2	404	1.9
Health, Welfare Services	1	416	1.7	5	3,956	0.6	-	-	-
Management Services	-	-	-	-	-	-	1	2,200	2.0
Accommodation, Food Services	-	-	-	-	-	-	8	3,188	2.1
Other Services	1	250	0.0	-	-	-	1	213	3.0
Federation Government	-	-	-	44	81,029	0.0	-	-	-
Local Government	1	272	2.0	10	16,047	0.0	1	270	1.7
CONSTRUCTION TOTAL	-	-	-	3	1,300	3.3	1	250	3.5

TABLE 6 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
SECOND QUARTER 1993

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	-	-	-	2	734	0.8
MANUFACTURING TOTAL	-	-	-	2	734	0.8
Food, Beverage	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-
Paper	-	-	-	2	734	0.8
Fabricated Metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Wholesale	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-
Education, Related Services	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Federal Government	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITH COLA
BY DURATION
SECOND QUARTER 1993**

[illegible]

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
SECOND QUARTER 1993

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	142	149,987	49	27,841	93	122,146
1-3 Months	91	111,910	33	20,890	58	91,020
4-6 Months	32	25,940	16	6,951	16	18,989
7-9 Months	4	1,005	-	-	4	1,005
10-12 Months	8	7,037	-	-	8	7,037
13 Months and Over	7	4,095	-	-	7	4,095

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	3.7
Private Sector	3.0
Public Sector	4.1

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
SECOND QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	142	149,987	49	27,841	93	122,146
Direct Bargaining	44	31,684	17	7,447	27	24,237
Conciliation	18	15,468	14	13,468	4	2,000
Post Conciliation Bargaining	4	1,602	1	833	3	769
Mediation	23	14,168	13	4,583	10	9,585
Post Mediation	3	1,295	3	1,295	-	-
Post Fact Finder	3	3,585	-	-	3	3,585
Arbitration	1	740	-	-	1	740
Work Stoppage	2	416	1	215	1	201
Other	44	81,029	-	-	44	81,029

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
SECOND QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	142	149,987	91	111,910	32	25,940	4	1,005	8	7,037	7	4,095
Direct Bargaining	44	31,684	25	12,396	14	16,651	1	200	1	772	3	1,665
Conciliation	18	15,468	9	10,267	7	4,701	-	-	2	500	-	-
Post Conciliation	4	1,602	2	1,033	-	-	1	254	-	-	1	315
Mediation	23	14,168	10	6,755	8	3,508	-	-	3	2,530	2	1,375
Post Mediation	3	1,295	1	430	2	865	-	-	-	-	-	-
Post Fact Finder	3	3,585	-	-	-	-	1	350	2	3,235	-	-
Arbitration	1	740	-	-	-	-	-	-	-	-	1	740
Work Stoppage	2	416	-	-	1	215	1	201	-	-	-	-
Other	44	81,029	44	81,029	-	-	-	-	-	-	-	-



Labour Management Services
Office of Collective Bargaining Information

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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

THIRD QUARTER 1993



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the third quarter of 1993. The Office of Collective Bargaining Information will continue to monitor collective bargaining negotiations in the Ontario public sector and will report on the terms of settlement as they are ratified.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Pay Equity adjustments are excluded from the calculations in this report. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly survey of settlements conducted by the staff of the Office of Collective Bargaining Information, Labour Management Services.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, THIRD QUARTER, 1993

During the third quarter of 1993, settlements were negotiated in 70 collective agreements each covering 200 or more Ontario employees. A total of 63,410 employees were affected by these settlements concentrated in education and related services, transportation and transportation equipment.

Wage Adjustments

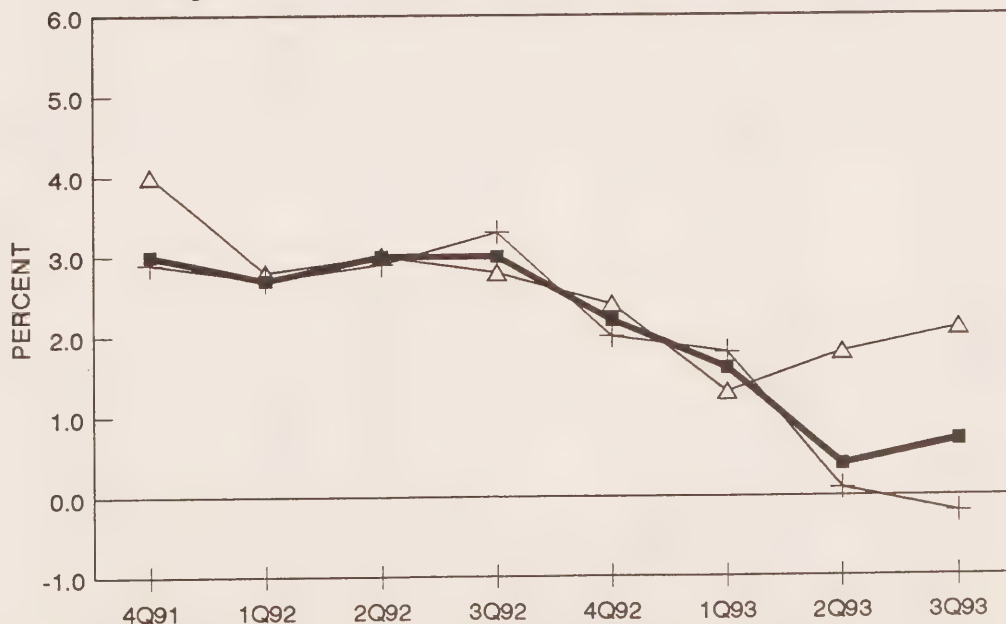
Increases to the base rates in third quarter settlements averaged 0.7% per year over the terms of the agreements, rising slightly from the record low observed in the previous quarter. (See Chart 1 and Table 1.) The overall average for this quarter reflects diverging public and private sector wage trends. The downward trend in public sector wage adjustments observed over the previous three quarters continued in the third quarter. Public sector settlements dropped from 0.1% in the second quarter to -0.2% in the third, reflecting wage freezes and roll-backs. In contrast, private sector settlements edged up

3RD QUARTER 1993	
Number of Agreements	70
Employees Covered	63,410
AVERAGE ANNUAL INCREASES	
All Settlements	0.7%
Public Sector	-0.2%
Private Sector	2.1%

2ND QUARTER 1993	
Number of Agreements	146
Employees Covered	153,132
AVERAGE ANNUAL INCREASES	
All Settlements	0.4%
Public Sector	0.1%
Private Sector	1.8%

for the second consecutive quarter. Third quarter private sector settlements averaged 2.1%, up from 1.8% in the second quarter. The nine agreements with a cost-of-living adjustment (COLA) provided increases averaging 2.6%, up from 1.7% in the previous quarter.

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTORS
average annual percent increase in base wage rates



All Agreements
Public
Private

■	3.0	2.7	3.0	3.0	2.2	1.6	0.4	0.7
+	2.9	2.7	2.9	3.3	2.0	1.8	0.1	-0.2
△	4.0	2.8	3.0	2.8	2.4	1.3	1.8	2.1

Major settlements in the third quarter included 17,123 education and related services employees (over half from universities and the remainder from school boards) whose average annual increase was 0.4%; 13,244 transportation employees (largely the Toronto Transit Commission and Air Canada) whose settlements involved roll-backs and wage freezes, resulting in an average annual decrease of -1.2% in this sector. A pattern setting agreement covering over 10,000 Chrysler Canada workers was reached in September, providing an average increase of 3.0% per year in a three-year agreement and resulting in an average annual increase in the transportation equipment sector of 2.9%. The Chrysler pattern was followed by General Motors and Ford in fourth quarter settlements.

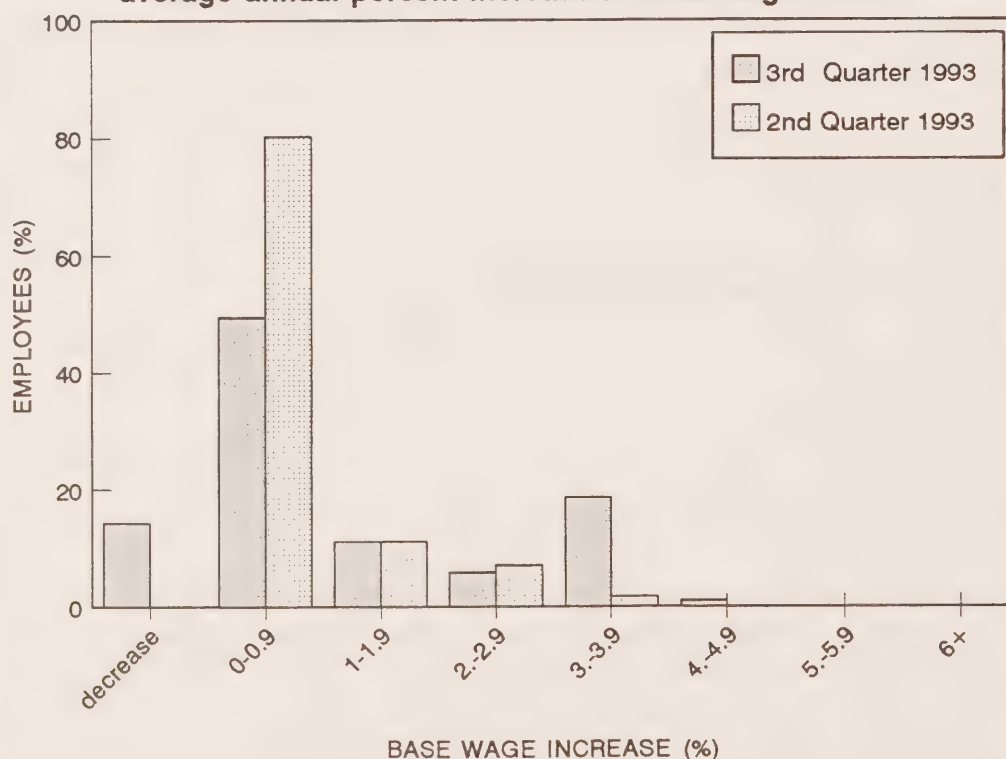
Among third quarter settlements nearly sixty percent of all employees, and ninety percent of public sector employees, were covered by agreements with wage freezes or decreases. Over half of private sector employees were covered by agreements with average annual

increases between 2.0% to 3.9%. No agreement provided an increase of greater than 4.9%. (See Chart 2 and Table 4.)

Non-manufacturing settlements accounted for seventy percent of employees in third quarter settlements and 49 of the 70 agreements. These agreements provided an average annual increase of 0.1%. The 21 manufacturing agreements, covering thirty percent of the employees, provided an average annual increase of 2.2%. (See Table 2.)

Nearly half of the settlements, covering two thirds of the employees, settled with three-year terms. A third of the settlements, covering just over a fifth of the employees, settled with two-year terms. Less than ten percent of the employees settled one-year agreements, while two agreements settled with four-year terms and two with five-year terms. (See Tables 5, 6 and 7.)

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



Negotiations

Settlements were reached by the parties without outside assistance in just over forty percent of the agreements, covering thirty percent of the employees. Government assistance was provided in the remaining negotiations. Two agreements, covering just over one percent of the employees, involved work stoppages. (See Chart 3, Tables 9 and 10.)

Third quarter settlements were reached in an average of just over four and a half months from the date the parties commenced bargaining to the date the settlements were ratified by the employees. Private sector settlements were negotiated in an average of three and a half months compared with an average of five and a half months for the public sector. (See Table 8.)

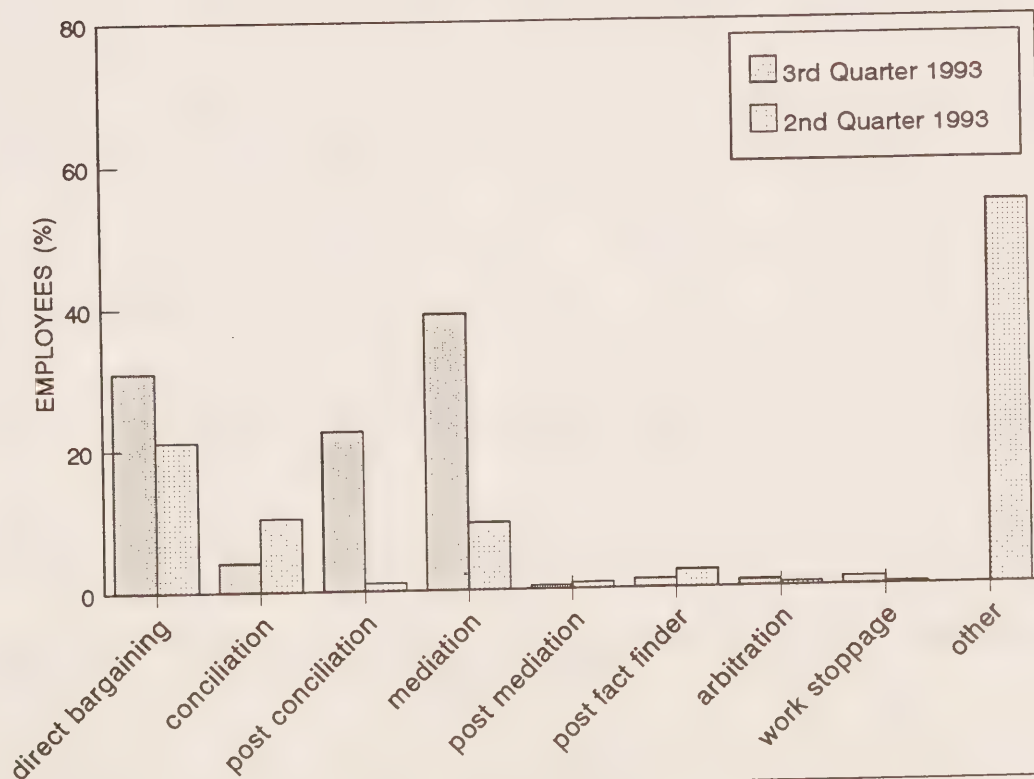
Upcoming Bargaining

With the passage of Bill 48, *The Social Contract Act*, a number of public sector collective agreement negotiations were delayed in order

to negotiate sectorial and local agreements. Key public sector collective agreement negotiations that may resume during the fourth quarter include three sets of central negotiations for approximately 75,000 hospital nurses and support employees. Approximately two thirds of the agreements covering 100,000 education and related services employees that expired primarily in August have yet to be renewed. The agreement covering 51,000 direct employees of the Ontario government expires at the end of December, as do 167 agreements covering over 14,000 municipal employees.

Auto industry negotiations were completed at General Motors and Ford in October, following the pattern set at Chrysler in the third quarter. Agreements covering 13,000 Bell Canada employees working in Ontario expire in November, and agreements covering 12,000 CN, CP and VIA Rail employees working in Ontario are set to expire at the end of December.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
THIRD QUARTER 1992 TO THIRD QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
THIRD QUARTER 1992									
All Agreements	114	130,871	3.0	13	35,871	3.4	101	95,000	2.9
Private Sector	70	83,885	2.8	7	6,198	2.2	63	77,687	2.8
Public Sector	44	46,986	3.3	6	29,673	3.6	38	17,313	2.9
FOURTH QUARTER 1992									
All Agreements	146	107,795	2.2	22	30,682	1.9	124	77,113	2.3
Private Sector	53	48,182	2.4	13	16,488	2.1	40	31,694	2.6
Public Sector	93	59,613	2.0	9	14,194	1.7	84	45,419	2.0
FIRST QUARTER 1993									
All Agreements	125	78,092	1.6	17	15,563	1.9	108	62,529	1.6
Private Sector	34	22,832	1.3	9	3,916	2.7	25	18,916	1.0
Public Sector	91	55,260	1.8	8	11,647	1.6	83	43,613	1.8
SECOND QUARTER 1993									
All Agreements	146	153,132	0.4	16	14,070	1.7	130	139,062	0.3
Private Sector	51	29,391	1.8	13	12,580	1.7	38	16,811	1.9
Public Sector	95	123,741	0.1	3	1,490	2.0	92	122,251	0.1
THIRD QUARTER 1993									
All Agreements	70	63,410	0.7	9	13,128	2.6	61	50,282	0.2
Private Sector	29	24,629	2.1	8	12,608	2.7	21	12,021	1.4
Public Sector	41	38,781	-0.2	1	520	1.5	40	38,261	-0.2

TABLE 2

[illegible]

TABLE 4
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
THIRD QUARTER 1993

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	70	63,410	9	13,128	61	50,282
Decrease	3	9,043	-	-	3	9,043
No Increase	33	27,559	-	-	33	27,559
0.1 - 0.9 Percent	9	3,799	1	485	8	3,314
1.0 - 1.9 Percent	11	7,026	4	1,639	7	5,387
2.0 - 2.9 Percent	8	3,663	2	854	6	2,809
3.0 - 3.9 Percent	5	11,870	2	10,150	3	1,720
4.0 - 4.9 Percent	1	450	-	-	1	450
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	21	18,877	8	12,608	13	6,269
Decrease	-	-	-	-	-	-
No Increase	2	902	-	-	2	902
0.1 - 0.9 Percent	6	3,103	1	485	5	2,618
1.0 - 1.9 Percent	4	1,349	3	1,119	1	230
2.0 - 2.9 Percent	7	3,373	2	854	5	2,519
3.0 - 3.9 Percent	2	10,150	2	10,150	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	49	44,533	1	520	48	44,013
Decrease	3	9,043	-	-	3	9,043
No Increase	31	26,657	-	-	31	26,657
0.1 - 0.9 Percent	3	696	-	-	3	696
1.0 - 1.9 Percent	7	5,677	1	520	6	5,157
2.0 - 2.9 Percent	1	290	-	-	1	290
3.0 - 3.9 Percent	3	1,720	-	-	3	1,720
4.0 - 4.9 Percent	1	450	-	-	1	450
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)

DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
THIRD QUARTER 1993

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
PRIVATE SECTOR TOTAL	29	24,629	8	12,608	21	12,021
Decrease	-	-	-	-	-	-
No Increase	4	1,667	-	-	4	1,667
0.1 - 0.9 Percent	6	3,103	1	485	5	2,618
1.0 - 1.9 Percent	9	6,046	3	1,119	6	4,927
2.0 - 2.9 Percent	8	3,663	2	854	6	2,809
3.0 - 3.9 Percent	2	10,150	2	10,150	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	41	38,781	1	520	40	38,261
Decrease	3	9,043	-	-	3	9,043
No Increase	29	25,892	-	-	29	25,892
0.1 - 0.9 Percent	3	696	-	-	3	696
1.0 - 1.9 Percent	2	980	1	520	1	460
2.0 - 2.9 Percent	-	-	-	-	-	-
3.0 - 3.9 Percent	3	1,720	-	-	3	1,720
4.0 - 4.9 Percent	1	450	-	-	1	450
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
THIRD QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	10	4,833	0.7	24	14,070	1.2	32	42,357	0.5
MANUFACTURING TOTAL	1	293	0.0	9	4,221	1.5	9	12,963	2.7
Food, Beverage	-	-	-	3	2,075	1.4	-	-	-
Rubber, Plastics	-	-	-	1	325	2.7	-	-	-
Textile	-	-	-	1	230	1.5	-	-	-
Wood	-	-	-	-	-	-	2	680	2.2
Paper	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	440	1.5
Fabricated Metals	-	-	-	1	410	2.0	1	229	1.3
Transportation Equipment	-	-	-	1	230	0.5	3	10,679	2.9
Electrical Products	-	-	-	1	472	0.8	-	-	-
Non-Metallic Minerals	1	293	0.0	-	-	-	2	935	0.8
Chemicals	-	-	-	1	479	2.0	-	-	-
NON-MANUFACTURING TOTAL	9	4,540	0.7	15	98,849	1.1	23	29,394	-0.4
Transportation	1	575	-4.0	2	1,315	0.0	3	11,354	-1.2
Retail Trade	-	-	-	-	-	-	1	5,000	0.0
Finance, Insurance Carriers	1	440	1.9	-	-	-	-	-	-
Education and Related Services	3	2,342	1.5	6	2,805	1.1	14	11,226	0.0
Health, Welfare Services	1	240	0.0	2	644	1.4	1	624	0.0
Recreational Services	1	350	0.0	-	-	-	1	430	1.1
Management Services	-	-	-	3	4,077	1.7	2	500	2.0
Local Government	2	593	2.2	2	1,008	0.0	1	260	0.0
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 5 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
THIRD QUARTER 1993

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	2	750	0.1	2	1,400	0.8
MANUFACTURING TOTAL	-	-	-	2	1,400	0.8
Food, Beverage	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Paper	-	-	-	2	1,400	0.8
Primary Metals	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	2	750	0.1	-	-	-
Transportation	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-
Finance, Insurance Carriers	-	-	-	-	-	-
Education, Related Services	2	750	0.1	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
THIRD QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	10	4,833	0.7	22	13,225	1.2	25	30,074	-0.3
MANUFACTURING TOTAL	1	293	0.0	8	3,896	1.4	2	680	2.2
Food, Beverage	-	-	-	3	2,075	1.4	-	-	-
Textile	-	-	-	1	230	1.5	-	-	-
Wood	-	-	-	-	-	-	2	680	2.2
Paper	-	-	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	1	410	2.0	-	-	-
Transportation Equipment	-	-	-	1	230	0.5	-	-	-
Electrical Products	-	-	-	1	472	0.8	-	-	-
Non-Metallic Minerals	1	293	0.0	-	-	-	-	-	-
Chemicals	-	-	-	1	479	2.0	-	-	-
NON-MANUFACTURING TOTAL	9	4,540	0.7	14	9,329	1.1	23	29,394	-0.4
Transportation	1	575	-4.0	2	1,315	0.0	3	11,354	-1.2
Retail Trade	-	-	-	-	-	-	1	5,000	0.0
Finance, Insurance Carriers	1	440	1.9	-	-	-	-	-	-
Education, Related Services	3	2,342	1.5	5	2,285	1.0	14	11,226	0.0
Health, Welfare Services	1	240	0.0	2	644	1.4	1	624	0.0
Recreational Services	1	350	0.0	-	-	-	1	430	1.1
Management Services	-	-	-	3	4,077	1.7	2	500	2.0
Local Government	2	593	2.2	2	1,008	0.0	1	260	0.0
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 6 (continued)
 AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
 BY DURATION
 THIRD QUARTER 1993

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	2	750	0.1	2	1,400	0.8
MANUFACTURING TOTAL	-	-	-	2	1,400	0.8
Food, Beverage	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Paper	-	-	-	2	1,400	0.8
Fabricated Metals	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	2	750	0.1	-	-	-
Transportation	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-
Finance, Insurance Carriers	-	-	-	-	-	-
Education, Related Services	2	750	0.1	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITH COLA
BY DURATION
THIRD QUARTER 1993

[illegible]

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
THIRD QUARTER 1993

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	70	63,410	29	24,629	41	38,781
1-3 Months	29	25,172	18	16,863	11	8,309
4-6 Months	28	25,904	9	7,096	19	18,808
7-9 Months	7	7,192	2	670	5	6,522
10-12 Months	2	671	-	-	2	671
13 Months and Over	4	4,471	-	-	4	4,471

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	4.7
Private Sector	3.4
Public Sector	5.5

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
THIRD QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	70	63,410	29	24,629	41	38,781
Direct Bargaining	30	19,573	8	6,015	22	13,558
Conciliation	7	2,604	5	1,973	2	631
Post Conciliation Bargaining	6	14,236	4	10,890	2	3,346
Mediation	20	24,752	11	5,279	9	19,473
Post Mediation	1	260	-	-	1	260
Post Fact Finder	2	750	-	-	2	750
Arbitration	2	563	-	-	2	563
Work Stoppage	2	672	1	472	1	200
Other	-	-	-	-	-	-

TABLE 10

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Labour Management Services
Ontario **Office of Collective Bargaining Information**

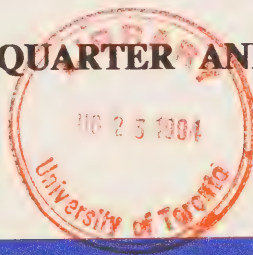
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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FOURTH QUARTER AND ANNUAL 1993



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the fourth quarter of 1993. The Office of Collective Bargaining Information will continue to monitor collective bargaining negotiations in the Ontario public sector and will report on the terms of settlement as they are ratified.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Pay Equity adjustments are excluded from the calculations in this report. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly survey of settlements conducted by the staff of the Office of Collective Bargaining Information, Labour Management Services.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, FOURTH QUARTER AND ANNUAL 1993

During the fourth quarter of 1993, settlements were negotiated in 84 collective agreements each covering 200 or more Ontario employees. A total of 95,662 employees were affected by these settlements concentrated in transportation equipment, education and related services and communications. The fourth quarter figures bring the 1993 total to 439 collective agreements covering a total of 401,732 employees. Detailed information on 1993 settlements will be available in our forthcoming *Annual Review*.

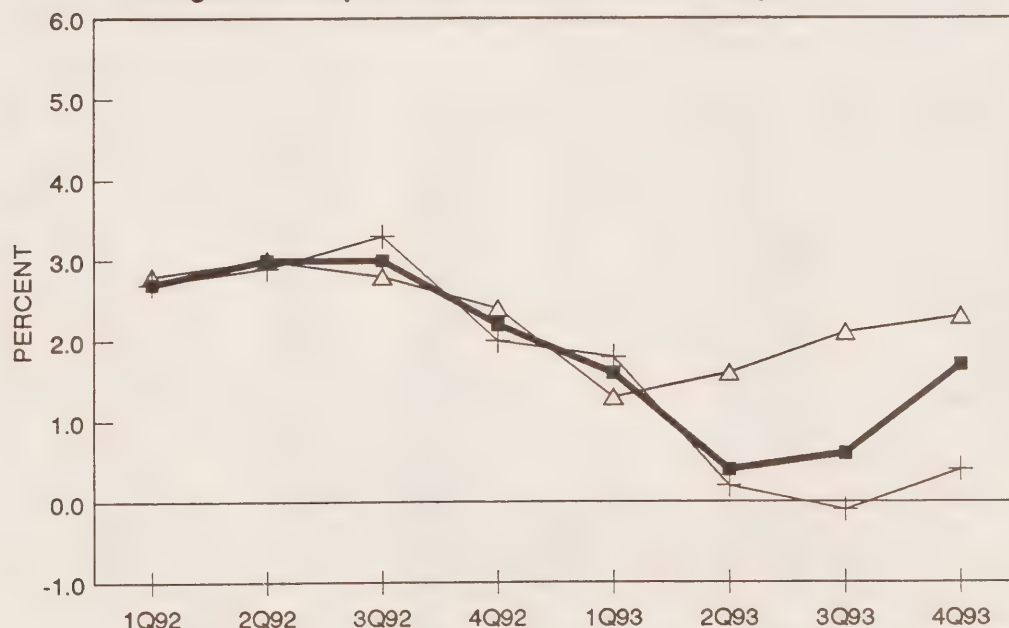
Wage Adjustments

Increases to the base rates in fourth quarter settlements averaged 1.7% per year over the terms of the agreements, rising from 0.6% in the previous quarter. (See Chart 1 and Table 1.) The overall average continues to reflect divergent public and private sector wage trends. Public sector settlements increased slightly this quarter (largely the result of retroactive settlements) to 0.4% from -0.1%

ANNUAL 1993	
Number of Agreements	439
Employees Covered	401,732
AVERAGE ANNUAL INCREASES	
All Settlements	1.0%
Public Sector	0.5%
Private Sector	2.0%
4TH QUARTER 1993	
Number of Agreements	84
Employees Covered	95,662
AVERAGE ANNUAL INCREASES	
All Settlements	1.7%
Public Sector	0.4%
Private Sector	2.3%

in the previous quarter. Following the *Social Contract Act*, public sector settlements remain at record lows, reflecting wage freezes and roll-backs. In contrast, private sector settlements edged up for the third consecutive quarter, increasing slightly to 2.3% from 2.1% in the previous quarter. Annual figures for

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTORS
average annual percent increase in base wage rates



All Agreements	■	2.7	3.0	3.0	2.2	1.6	0.4	0.6	1.7
Public	+	2.7	2.9	3.3	2.0	1.8	0.2	-0.1	0.4
Private	△	2.8	3.0	2.8	2.4	1.3	1.6	2.1	2.3

1993 show an overall average of 1.0% per year over the terms of the agreements, down from 2.7% in 1992. This year's annual average also reflects diverging public and private sector trends with an overall average of 0.5% in the public sector, and 2.0% in the private sector. Last year's settlements averaged 2.8% in the public sector and 2.7% in the private sector.

Major settlements in the fourth quarter included 40,999 employees in the transportation equipment sector, largely General Motors and Ford, whose agreements followed the pattern set by Chrysler in the third quarter and resulted in an average annual increase in this sector of 3.1%. Twenty-four agreements involving 16,943 education and related services employees at various school boards settled with wage freezes. Six settlements covering a total of 15,559 communications employees working at Bell Canada and the CBC were achieved in the fourth quarter. Among the three Bell Canada settlements, two agreements covering over 12,000 Ontario employees settled with wage freezes and reductions in working time. Retroactive wage

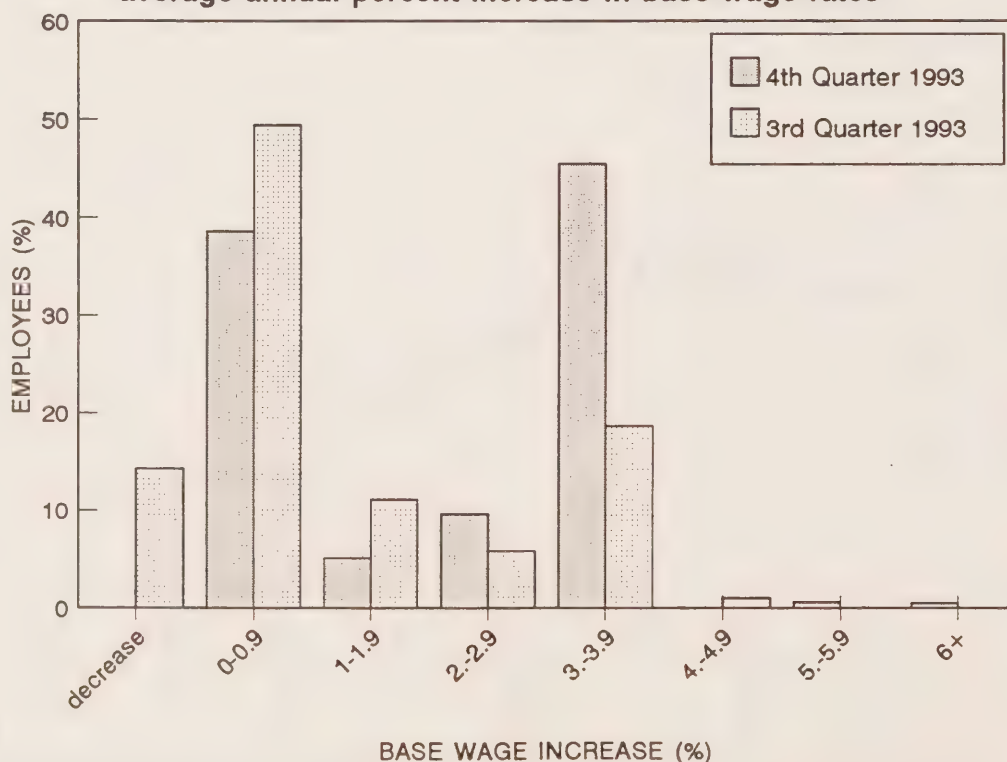
settlements for three CBC agreements resulted in average annual increases of 2.0%.

Among fourth quarter settlements, over a third of all employees, and three quarters of public sector employees were covered by agreements with wage freezes. Two thirds of private sector employees were covered by agreements with average annual increases between 3.0% and 3.9%. Two agreements, covering just one percent of the employees, provided increases greater than 4.9%. (See Chart 2 and Table 4.)

Manufacturing sector settlements accounted for over half of the employees in fourth quarter settlements and thirty-three of the eighty-four agreements. These agreements provided an average annual increase of 2.8%. The fifty-one non-manufacturing settlements provided an average annual increase of 0.4%. (See Table 2.)

Over forty percent of the agreements settled for three-year terms, while a third settled for two-year terms and twelve percent settled for one year terms. (See Tables 5,6 and 7.)

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



Negotiations

Nearly half of the settlements, involving over a third of the employees, were reached by the parties without outside assistance. Government assistance was provided in the remaining negotiations. Three agreements, covering just over one percent of the employees, involved work stoppages. Two agreements were extended under the *Social Contract Act*. (See Chart 3, Tables 9 and 10.)

Fourth quarter settlements were reached in an average of six and a half months from the date the parties commenced bargaining to the date the settlements were ratified by the employees. Private sector settlements were negotiated in an average of over three months compared with an average of nearly ten months in the public sector.

Upcoming Bargaining

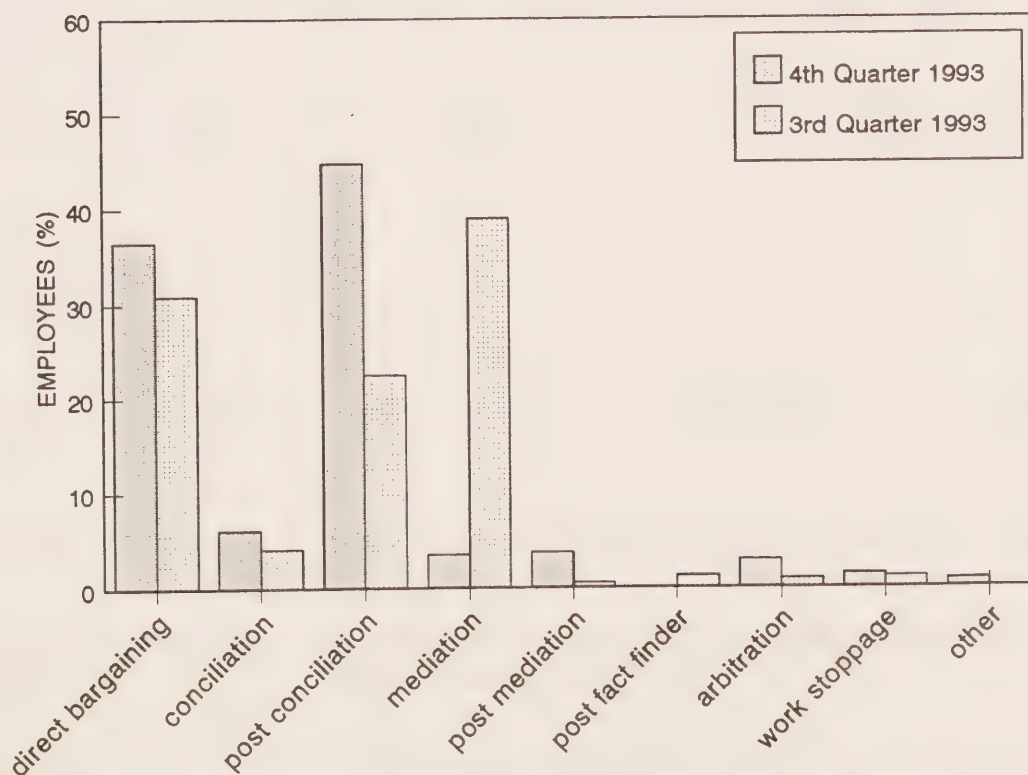
Key negotiations continuing into 1994 include: 75,000 hospital nurses and support staff, 51,000 direct employees of the provincial government, 12,000 CN, CP and

VIA Rail employees, and over 6,000 Miracle Food Mart employees.

Agreements covering 2,200 Pharma Plus employees and nearly 2,000 Fortinos Supermarket employees expired in January. Over 4,000 employees of Northern Telecom will have their agreements up for renewal at the end of February, and the agreement covering nearly 15,000 employees of Ontario Hydro is set to expire at the end of March. A number of key private sector negotiations, each involving just over 1,000 employees, are scheduled for the first quarter of 1994, including Sami Atlas Steel, W.H. Kaufman Footwear, DuPont Kingston, Polysar Rubber, Leakehead Terminal Elevators and United Parcel Service.

Further details on upcoming bargaining will be available in our forthcoming 1994 *Agreement Expirations* report.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
FIRST QUARTER 1993 TO FOURTH QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FIRST QUARTER 1993									
All Agreements	127	78,994	1.6	17	15,563	1.9	110	63,431	1.6
Private Sector	35	23,508	1.3	9	3,916	2.7	26	19,592	1.1
Public Sector	92	55,486	1.8	8	11,647	1.6	84	43,839	1.8
SECOND QUARTER 1993									
All Agreements	151	157,758	0.4	17	14,420	1.4	134	143,338	0.3
Private Sector	52	29,741	1.6	14	12,930	1.4	38	16,811	1.9
Public Sector	99	128,017	0.2	3	1,490	2.0	96	126,527	0.1
THIRD QUARTER 1993									
All Agreements	77	69,318	0.6	9	13,128	2.6	68	56,190	0.2
Private Sector	28	24,199	2.1	8	12,608	2.7	20	11,591	1.4
Public Sector	49	45,119	-0.1	1	520	1.5	48	44,599	-0.2
FOURTH QUARTER 1993									
All Agreements	84	95,662	1.7	25	47,933	2.8	59	47,729	0.6
Private Sector	42	67,714	2.3	20	45,755	3.0	22	21,959	0.9
Public Sector	42	27,948	0.4	5	2,178	0.0	37	25,770	0.4
ANNUAL 1993									
All Agreements	439	401,732	1.0	68	91,044	2.4	371	310,688	0.6
Private Sector	157	145,162	2.0	51	75,209	2.6	106	69,953	1.3
Public Sector	282	256,570	0.5	17	15,835	1.4	265	240,735	0.4

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
INCLUDING AND EXCLUDING CONSTRUCTION
FIRST QUARTER 1993 TO FOURTH QUARTER 1993

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FIRST QUARTER 1993									
All Industries Incl Construction	127	78,994	1.6	17	15,563	1.9	110	63,431	1.6
All Industries Excl Construction	126	78,694	1.6	17	15,563	1.9	109	63,131	1.6
Construction	1	300	0.0	-	-	-	1	300	0.0
SECOND QUARTER 1993									
All Industries Incl Construction	151	157,758	0.4	17	14,420	1.4	134	143,338	0.3
All Industries Excl Construction	146	155,508	0.4	17	14,420	1.4	129	141,088	0.3
Construction	5	2,250	3.3	-	-	-	5	2,250	3.3
THIRD QUARTER 1993									
All Industries Incl Construction	77	69,318	0.6	9	13,128	2.6	68	56,190	0.2
All Industries Excl Construction	77	69,318	0.6	9	13,128	2.6	68	56,190	0.2
Construction	-	-	-	-	-	-	-	-	-
FOURTH QUARTER 1993									
All Industries Incl Construction	84	95,662	1.7	25	47,933	2.8	59	47,729	0.6
All Industries Excl Construction	84	95,662	1.7	25	47,933	2.8	59	47,729	0.6
Construction	-	-	-	-	-	-	-	-	-
ANNUAL 1993									
All Industries Incl Construction	439	401,732	1.0	68	91,044	2.4	371	310,688	0.6
All Industries Excl Construction	433	399,182	1.0	68	91,044	2.4	365	308,138	0.6
Construction	6	2,550	2.9	-	-	-	6	2,550	2.9

TABLE 4
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FOURTH QUARTER 1993

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	84	95,662	25	47,933	59	47,729
Decrease	-	-	-	-	-	-
No Increase	40	33,718	6	2,416	34	31,302
0.1 - 0.9 Percent	7	3,282	-	-	7	3,282
1.0 - 1.9 Percent	13	4,909	6	1,690	7	3,219
2.0 - 2.9 Percent	14	9,196	5	1,670	9	7,526
3.0 - 3.9 Percent	8	43,508	6	41,108	2	2,400
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	1	609	1	609	-	-
6.0 - 6.9 Percent	1	440	1	440	-	-
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	33	53,635	16	44,672	17	8,963
Decrease	-	-	-	-	-	-
No Increase	4	1,701	1	238	3	1,463
0.1 - 0.9 Percent	6	2,664	-	-	6	2,664
1.0 - 1.9 Percent	7	2,090	5	1,440	2	650
2.0 - 2.9 Percent	9	3,906	4	1,420	5	2,486
3.0 - 3.9 Percent	5	42,225	4	40,525	1	1,700
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	1	609	1	609	-	-
6.0 - 6.9 Percent	1	440	1	440	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	51	42,027	9	3,261	42	38,766
Decrease	-	-	-	-	-	-
No Increase	36	32,017	5	2,178	31	29,839
0.1 - 0.9 Percent	1	618	-	-	1	618
1.0 - 1.9 Percent	6	2,819	1	250	5	2,569
2.0 - 2.9 Percent	5	5,290	1	250	4	5,040
3.0 - 3.9 Percent	3	1,283	2	583	1	700
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)

**DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FOURTH QUARTER 1993**

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
PRIVATE SECTOR TOTAL	42	67,714	20	45,755	22	21,959
Decrease	-	-	-	-	-	-
No Increase	6	12,747	1	238	5	12,509
0.1 - 0.9 Percent	6	2,664	-	-	6	2,664
1.0 - 1.9 Percent	9	2,690	6	1,690	3	1,000
2.0 - 2.9 Percent	11	5,056	5	1,670	6	3,386
3.0 - 3.9 Percent	8	43,508	6	41,108	2	2,400
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	1	609	1	609	-	-
6.0 - 6.9 Percent	1	440	1	440	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	42	27,948	5	2,178	37	25,770
Decrease	-	-	-	-	-	-
No Increase	34	20,971	5	2,178	29	18,793
0.1 - 0.9 Percent	1	618	-	-	1	618
1.0 - 1.9 Percent	4	2,219	-	-	4	2,219
2.0 - 2.9 Percent	3	4,140	-	-	3	4,140
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FOURTH QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	10	7,263	1.5	31	30,151	0.3	36	55,383	2.6
MANUFACTURING TOTAL	1	1,119	2.5	10	3,920	1.3	16	45,932	3.0
Food, Beverage	-	-	-	5	2,300	1.0	1	1,700	3.6
Tobacco Products	-	-	-	1	400	2.3	-	-	-
Leather	1	1,119	2.5	1	325	0.0	-	-	-
Textile	-	-	-	1	218	0.0	-	-	-
Knitting Mills	-	-	-	-	-	-	1	311	2.0
Wood	-	-	-	-	-	-	1	329	2.5
Paper	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	3	890	1.4
Fabricated Metals	-	-	-	-	-	-	1	250	1.7
Machinery	-	-	-	1	327	2.9	-	-	-
Transportation Equipment	-	-	-	-	-	-	5	40,999	3.1
Electrical Products	-	-	-	1	350	2.0	1	300	1.2
Non-Metallic Minerals	-	-	-	-	-	-	2	813	2.6
Chemicals	-	-	-	-	-	-	1	340	2.8
NON-MANUFACTURING TOTAL	9	6,144	1.3	21	26,231	0.1	20	9,451	0.8
Mining, Quarrying	-	-	-	-	-	-	1	250	1.7
Transportation	-	-	-	-	-	-	2	1,120	1.6
Communications	3	4,140	2.0	2	11,046	0.0	1	373	3.8
Electric, Gas, Water	-	-	-	1	250	0.0	-	-	-
Wholesale Trade	-	-	-	-	-	-	1	210	3.0
Retail Trade	-	-	-	-	-	-	1	250	2.2
Education, Related Services	4	1,232	0.0	12	11,847	0.0	7	3,663	0.0
Health, Welfare Services	-	-	-	4	2,219	1.1	3	1,485	0.0
Accommodation, Food Services	-	-	-	-	-	-	2	1,050	2.4
Local Government	2	772	0.0	2	869	0.5	2	1,050	0.0
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 5 (continued)

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FOURTH QUARTER 1993**

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	1	210	0.0	6	2,664	0.8
MANUFACTURING TOTAL	-	-	-	6	2,664	0.8
Food, Beverage	-	-	-	-	-	-
Tobacco Products	-	-	-	-	-	-
Leather	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Paper	-	-	-	6	2,664	0.8
Primary Metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	1	201	0.0	-	-	-
Mining, Quarrying	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-
Education, Related Services	1	201	0.0	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FOURTH QUARTER 1993

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	10	7,263	1.5	26	27,863	0.2	16	9,738	1.2
MANUFACTURING TOTAL	1	1,119	2.5	7	2,840	1.0	3	2,340	3.2
Food, Beverage	-	-	-	3	1,570	0.5	1	1,700	3.6
Tobacco Products	-	-	-	1	400	2.3	-	-	-
Leather	1	1,119	2.5	1	325	0.0	-	-	-
Textile	-	-	-	1	218	0.0	-	-	-
Knitting Mills	-	-	-	-	-	-	1	311	2.0
Wood	-	-	-	-	-	-	1	329	2.5
Paper	-	-	-	-	-	-	-	-	-
Machinery	-	-	-	1	327	2.9	-	-	-
NON-MANUFACTURING TOTAL	9	6,144	1.3	19	25,023	0.1	13	7,398	0.6
Transportation	-	-	-	-	-	-	1	900	2.0
Communications	3	4,140	2.0	2	11,046	0.0	-	-	-
Electric, Gas, Water	-	-	-	1	250	0.0	-	-	-
Education, Related Services	4	1,232	0.0	10	10,639	0.0	5	2,913	0.0
Health, Welfare Services	-	-	-	4	2,219	1.1	3	1,485	0.0
Accommodation, Food Services	-	-	-	-	-	-	2	1,050	2.4
Local Government	2	772	0.0	2	869	0.5	2	1,050	0.0
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 6 (continued)

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FOURTH QUARTER 1993**

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	1	201	0.0	6	2,664	0.8
MANUFACTURING TOTAL	-	-	-	6	2,664	0.8
Food, Beverage	-	-	-	-	-	-
Tobacco Products	-	-	-	-	-	-
Leather	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Paper	-	-	-	6	2,664	0.8
Machinery	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	1	201	0.0	-	-	-
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Education, Related Services	1	201	0.0	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
FOURTH QUARTER 1993

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	84	95,662	42	67,714	42	27,948
1-3 Months	33	67,653	27	59,847	6	7,806
4-6 Months	17	7,739	12	5,917	5	1,822
7-9 Months	15	6,194	1	350	14	5,844
10-12 Months	4	1,491	1	700	3	791
13 Months and Over	15	12,585	1	900	14	11,685

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	6.6
Private Sector	3.4
Public Sector	9.9

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
FOURTH QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	84	95,662	42	67,714	42	27,948
Direct Bargaining	41	34,950	16	17,381	25	17,569
Conciliation	9	5,841	5	3,678	4	2,163
Post Conciliation Bargaining	12	42,888	10	42,408	2	480
Mediation	9	3,410	8	2,860	1	550
Post Mediation	3	3,578	-	-	3	3,578
Post Fact Finder	-	-	-	-	-	-
Arbitration	5	2,837	-	-	5	2,837
Work Stoppage	3	1,387	3	1,387	-	-
Other	2	771	-	-	2	771

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
FOURTH QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	84	95,662	33	67,653	17	7,739	15	6,194	4	1,491	15	12,585
Direct Bargaining	41	34,950	16	23,341	8	2,197	8	3,351	3	791	6	5,270
Conciliation	9	5,841	4	1,978	2	2,400	3	1,463	-	-	-	-
Post Conciliation	12	42,888	8	40,588	1	920	2	480	-	-	1	900
Mediation	9	3,410	3	975	3	835	2	900	1	700	-	-
Post Mediation	3	3,578	-	-	-	-	-	-	-	-	3	3,578
Post Fact Finder	-	-	-	-	-	-	-	-	-	-	-	-
Arbitration	5	2,837	-	-	-	-	-	-	-	-	5	2,837
Work Stoppage	3	1,387	-	-	3	1,387	-	-	-	-	-	-
Other	2	771	2	771	-	-	-	-	-	-	-	-



Labour Management Services
Office of Collective Bargaining Information

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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FIRST QUARTER 1994



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the first quarter of 1994. The Office of Collective Bargaining Information will continue to monitor collective bargaining negotiations in the Ontario public sector and will report on the terms of settlement as they are ratified.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Pay Equity adjustments are excluded from the calculations in this report. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly survey of settlements conducted by the staff of the Office of Collective Bargaining Information, Labour Management Services.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, FIRST QUARTER 1994

During the first quarter of 1994, settlements were negotiated in 131 collective agreements each covering 200 or more Ontario employees. A total of 87,507 employees were affected by these settlements concentrated in education and related services, retail trade, electrical products, local government, food and beverage manufacturing and pulp and paper.

Wage Adjustments

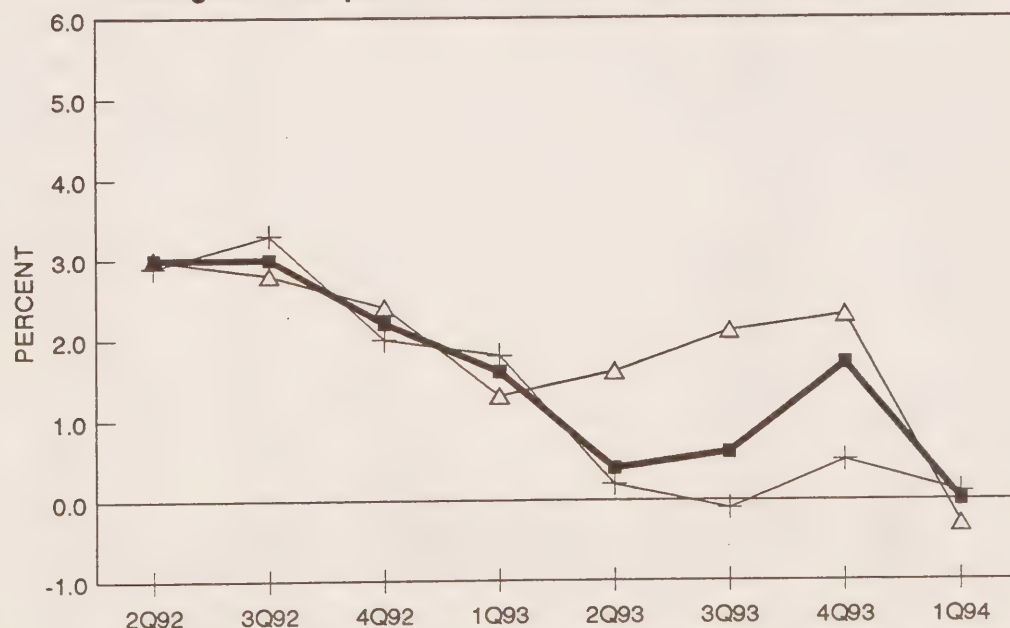
Wage adjustments to first quarter settlements averaged zero, down from 1.7% in the fourth quarter of 1993. (See Chart 1 and Table 1.) The overall average continues to reflect low settlement trends and is significantly influenced by the Miracle Mart settlement involving a wage roll-back. Public sector settlements averaged 0.1%, down slightly from 0.5% in the previous quarter while private sector settlements dropped to -0.3% from 2.3% in the fourth quarter. The thirteen agreements with a cost-of-living allowance

1ST QUARTER 1994	
Number of Agreements	131
Employees Covered	87,507
AVERAGE ANNUAL INCREASES	
All Settlements	0.0%
Public Sector	0.1%
Private Sector	-0.3%
ANNUAL 1993	
Number of Agreements	459
Employees Covered	411,039
AVERAGE ANNUAL INCREASES	
All Settlements	1.0%
Public Sector	0.5%
Private Sector	2.0%

(COLA) provided increases averaging 2.3%, down slightly from 2.7% in the previous quarter.

In contrast to other sectors, settlements in the manufacturing sector continued to provide wage increases in-line with recent inflation

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTORS
average annual percent increase in base wage rates



All Agreements	■	3.0	3.0	2.2	1.6	0.4	0.6	1.7	0.0
Public	+	2.9	3.3	2.0	1.8	0.2	-0.1	0.5	0.1
Private	△	3.0	2.8	2.4	1.3	1.6	2.1	2.3	-0.3

trends. Thirty-four agreements in the manufacturing sector, accounting for a fifth of the employees in first quarter settlements, provided an average annual increase of 1.8%. By comparison, non-manufacturing settlements averaged -0.5%. (See Table 2.)

Major settlements in the first quarter included 8,000 Miracle Mart employees whose settlement of a three-year agreement following a 13 week work stoppage involved a \$1.75 per hour across-the-board wage reduction. This settlement resulted in a -4.0% average annual decrease for the retail trade industry. Following significant delays in bargaining, fifty-six education and related services agreements, covering over 41,000 employees, were settled in the first quarter. Nineteen of these agreements were one-year extensions arrived at through failure to give notice to bargain under the *School Boards and Teachers Collective Bargaining Act*. A few retroactive settlements brought the average annual increase in this sector up to 0.1%. Over 4,500 Northern Telecom employees settled two three-year agreements which

resulted in an average annual increase of 2.4% in the electrical products industry. Seven of the eight local government settlements, involving 5,200 employees, included wage freezes. Six agreements covering 2,400 pulp and paper employees settled on the pattern established last year with an average annual increase in this industry of 0.9%. Eight agreements covering 2,500 employees of various food and beverage manufacturers provided an average annual increase of 1.7%.

Among first quarter settlements, over half of the employees were covered by agreements with wage freezes while ten percent were covered by agreements with decreases. Nearly sixty percent of the employees covered by manufacturing sector settlements received increases over 2.0%. No agreement provided increases greater than 4.0%. (See Chart 2 and Table 2.)

First quarter settlements were spread relatively evenly among one, two and three-year agreement terms. A third of the agreements settled for two-year terms, and a

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



further third for three-year terms while just over a quarter of the agreements settled for one-year terms. The remaining ten percent of the agreements were split between four and five year terms. (See Tables 5, 6 and 7.)

Negotiations

Over forty percent of the settlements were reached by the parties without outside assistance. Fifteen percent of the settlements were teacher agreement extensions, and three agreements were extended under the *Social Contract Act*. Government assistance was provided in the remaining negotiations, including four agreements involving work stoppages. (See Chart 3, Tables 9 and 10.)

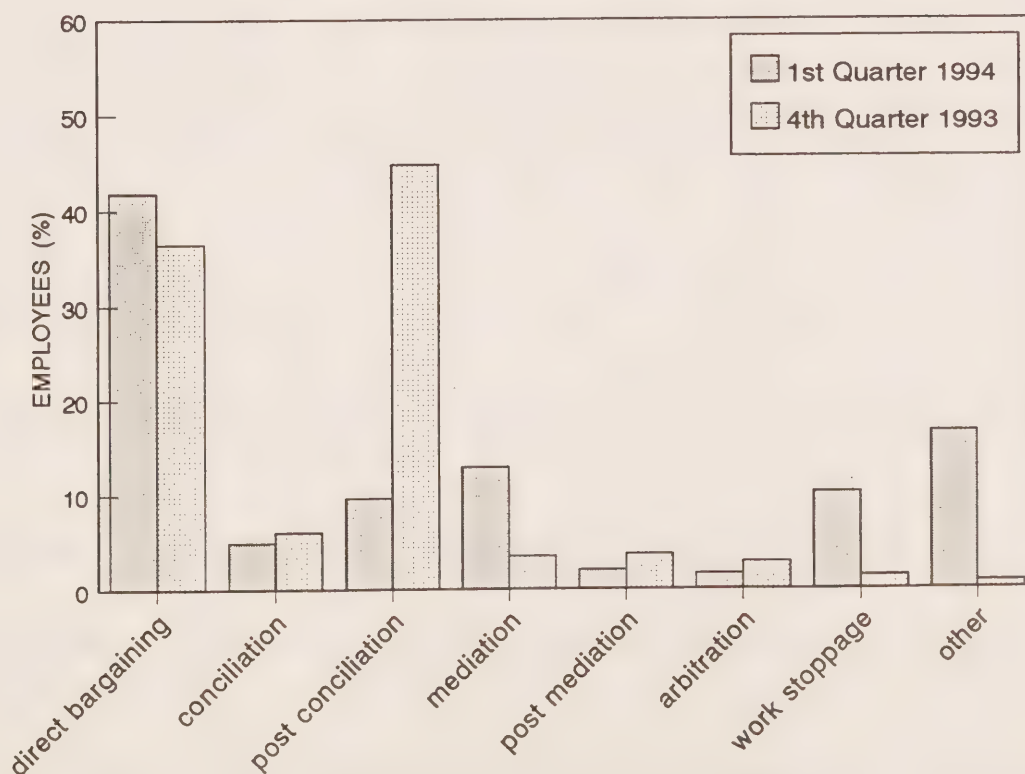
First quarter settlements were negotiated in an average of six months from the date the parties commenced bargaining to the date the settlements were ratified by the employees. Private sector settlements were negotiated in an average of over four months compared to an average of just over seven months in the public sector. (See Table 8.)

Upcoming Bargaining

Major ongoing negotiations include 75,000 hospital nurses and support staff, 51,000 direct employees of the provincial government, and 12,000 CN, CP and VIA Rail employees.

Key negotiations scheduled for the second quarter of 1994 include over 6,000 INCO employees whose agreement will expire at the end of May, and 2,000 de Havilland Aircraft employees whose contract will be up for renewal in late June. Negotiations for Ontario's major retail food agreements, involving over 35,000 employees, are scheduled over the summer. Agreements covering 10,500 A&P, 4,000 Zehrmart and 1,000 Loblaws employees are set to expire in the second quarter. A further 10,000 retail food employees will have their agreements up for renewal in the third quarter.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
FIRST QUARTER 1993 TO FIRST QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FIRST QUARTER 1993									
All Agreements	127	79,155	1.6	17	15,563	1.9	110	63,592	1.6
Private Sector	35	23,508	1.3	9	3,916	2.7	26	19,592	1.1
Public Sector	92	55,647	1.8	8	11,647	1.6	84	44,000	1.8
SECOND QUARTER 1993									
All Agreements	153	158,535	0.4	19	18,133	1.3	134	140,402	0.3
Private Sector	53	30,191	1.6	14	12,930	1.4	39	17,261	1.9
Public Sector	100	128,344	0.2	5	5,203	1.3	95	123,141	0.1
THIRD QUARTER 1993									
All Agreements	83	71,976	0.6	10	13,578	2.6	73	58,398	0.2
Private Sector	30	25,223	2.1	9	13,058	2.7	21	12,165	1.5
Public Sector	53	46,753	-0.1	1	520	1.5	52	46,233	-0.2
FOURTH QUARTER 1993									
All Agreements	96	101,373	1.7	34	52,629	2.7	62	48,744	0.6
Private Sector	44	68,367	2.3	22	46,408	3.0	22	21,959	0.9
Public Sector	52	33,006	0.5	12	6,221	0.9	40	26,785	0.4
FIRST QUARTER 1994									
All Agreements	131	87,507	0.0	13	9,560	2.3	118	77,947	-0.3
Private Sector	48	33,286	-0.3	13	9,560	2.3	35	23,726	-1.4
Public Sector	83	54,221	0.1	-	-	-	83	54,221	0.1

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY
FIRST QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	131	87,507	0.0	13	9,560	2.3	118	77,947	-0.3
MANUFACTURING TOTAL	34	17,923	1.8	12	8,973	2.4	22	8,950	1.3
Food, Beverage	8	2,566	1.7	2	520	2.4	6	2,046	1.5
Rubber, Plastics	4	1,185	1.5	2	540	2.8	2	645	0.5
Textile	1	1,100	2.0	-	-	-	1	1,100	2.0
Clothing	2	855	-0.1	-	-	-	2	855	-0.1
Furniture, Fixtures	1	482	2.0	-	-	-	1	482	2.0
Paper	6	2,436	0.9	-	-	-	6	2,436	0.9
Printing, Publishing	1	285	0.0	-	-	-	1	285	0.0
Primary metals	1	470	1.4	1	470	1.4	-	-	-
Fabricated Metals	2	470	1.8	1	250	1.3	1	220	2.4
Transportation Equipment	4	2,752	2.5	3	2,162	2.2	1	590	3.3
Electrical Products	4	5,322	2.4	3	5,031	2.5	1	291	1.3
NON-MANUFACTURING TOTAL	96	69,284	-0.5	1	587	2.3	95	68,697	-0.5
Forestry	2	1,100	0.8	-	-	-	2	1,100	0.8
Transportation	7	2,977	0.8	-	-	-	7	2,977	0.8
Communications	2	575	1.4	-	-	-	2	575	1.4
Electric, Gas, Water	3	1,614	0.0	-	-	-	3	1,614	0.0
Retail Trade	4	11,337	-4.0	1	587	2.3	3	10,750	-4.4
Finance, Insurance Carriers	1	390	2.0	-	-	-	1	390	2.0
Real Estate, Insurance Agencies	1	650	0.6	-	-	-	1	650	0.6
Education, Related Services	56	41,095	0.1	-	-	-	56	41,095	0.1
Health, Welfare Services	9	3,162	0.4	-	-	-	9	3,162	0.4
Recreation Services	2	888	0.0	-	-	-	2	888	0.0
Other Services	1	240	1.0	-	-	-	1	240	1.0
Local Government	8	5,256	0.1	-	-	-	8	5,256	0.1
CONSTRUCTION TOTAL	1	300	0.0	-	-	-	1	300	0.0

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
INCLUDING AND EXCLUDING CONSTRUCTION
FIRST QUARTER 1993 TO FIRST QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FIRST QUARTER 1993									
All Industries Incl Construction	127	79,155	1.6	17	15,563	1.9	110	63,592	1.6
All Industries Excl Construction	126	78,855	1.6	17	15,563	1.9	109	63,292	1.6
Construction	1	300	0.0	-	-	-	1	300	0.0
SECOND QUARTER 1993									
All Industries Incl Construction	153	158,535	0.4	19	18,133	1.3	134	140,402	0.3
All Industries Excl Construction	148	156,285	0.4	19	18,133	1.3	129	138,152	0.3
Construction	5	2,250	3.3	-	-	-	5	2,250	3.3
THIRD QUARTER 1993									
All Industries Incl Construction	83	71,976	0.6	10	13,578	2.6	73	58,398	0.2
All Industries Excl Construction	83	71,976	0.6	10	13,578	2.6	73	58,398	0.2
Construction	-	-	-	-	-	-	-	-	-
FOURTH QUARTER 1993									
All Industries Incl Construction	96	101,373	1.7	34	52,629	2.7	62	48,744	0.6
All Industries Excl Construction	96	101,373	1.7	34	52,629	2.7	62	48,744	0.6
Construction	-	-	-	-	-	-	-	-	-
FIRST QUARTER 1994									
All Industries Incl Construction	131	87,507	0.0	13	9,560	2.3	118	77,947	-0.3
All Industries Excl Construction	130	87,207	0.0	13	9,560	2.3	117	77,647	-0.3
Construction	1	300	0.0	-	-	-	1	300	0.0

TABLE 4
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FIRST QUARTER 1994

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	131	87,507	13	9,560	118	77,947
Decrease	2	8,475	-	-	2	8,475
No Increase	76	50,260	-	-	76	50,260
0.1 - 0.9 Percent	18	8,149	-	-	18	8,149
1.0 - 1.9 Percent	15	6,941	3	1,920	12	5,021
2.0 - 2.9 Percent	14	10,030	6	6,328	8	3,702
3.0 - 3.9 Percent	6	3,652	4	1,312	2	2,340
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	34	17,923	12	8,973	22	8,950
Decrease	1	475	-	-	1	475
No Increase	2	715	-	-	2	715
0.1 - 0.9 Percent	7	2,779	-	-	7	2,779
1.0 - 1.9 Percent	9	3,584	3	1,920	6	1,664
2.0 - 2.9 Percent	10	8,468	5	5,741	5	2,727
3.0 - 3.9 Percent	5	1,902	4	1,312	1	590
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	96	69,284	1	587	95	68,697
Decrease	1	8,000	-	-	1	8,000
No Increase	73	49,245	-	-	73	49,245
0.1 - 0.9 Percent	11	5,370	-	-	11	5,370
1.0 - 1.9 Percent	6	3,357	-	-	6	3,357
2.0 - 2.9 Percent	4	1,562	1	587	3	975
3.0 - 3.9 Percent	1	1,750	-	-	1	1,750
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FIRST QUARTER 1994

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
CONSTRUCTION TOTAL	1	300	-	-	1	300
Decrease	-	-	-	-	-	-
No Increase	1	300	-	-	1	300
0.1 - 0.9 Percent	-	-	-	-	-	-
1.0 - 1.9 Percent	-	-	-	-	-	-
2.0 - 2.9 Percent	-	-	-	-	-	-
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PRIVATE SECTOR TOTAL	48	33,286	13	9,560	35	23,726
Decrease	2	8,475	-	-	2	8,475
No Increase	9	3,926	-	-	9	3,926
0.1 - 0.9 Percent	9	3,879	-	-	9	3,879
1.0 - 1.9 Percent	9	3,584	3	1,920	6	1,664
2.0 - 2.9 Percent	13	9,770	6	6,328	7	3,442
3.0 - 3.9 Percent	6	3,652	4	1,312	2	2,340
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	83	54,221	-	-	83	54,221
Decrease	-	-	-	-	-	-
No Increase	67	46,334	-	-	67	46,334
0.1 - 0.9 Percent	9	4,270	-	-	9	4,270
1.0 - 1.9 Percent	6	3,357	-	-	6	3,357
2.0 - 2.9 Percent	1	260	-	-	1	260
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FIRST QUARTER 1994

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	36	21,618	0.0	48	31,175	0.4	34	28,726	-0.7
MANUFACTURING TOTAL	2	715	0.0	6	2,828	2.0	18	11,551	2.1
Food, Beverage	-	-	-	3	963	1.0	3	1,065	2.5
Rubber, Plastics	1	430	0.0	1	315	3.2	1	215	1.5
Textile	-	-	-	1	1,100	2.0	-	-	-
Clothing	-	-	-	-	-	-	2	855	-0.1
Furniture, Fixtures	-	-	-	-	-	-	1	482	2.0
Paper	-	-	-	-	-	-	1	370	1.6
Printing, Publishing	1	285	0.0	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	470	1.4
Fabricated Metals	-	-	-	-	-	-	2	470	1.8
Transportation Equipment	-	-	-	-	-	-	4	2,752	2.5
Electrical Products	-	-	-	1	450	3.6	3	4,872	2.3
NON-MANUFACTURING TOTAL	34	20,903	0.0	41	28,047	0.2	16	17,175	-2.5
Forestry	-	-	-	-	-	-	1	400	0.8
Transportation	-	-	-	4	960	0.7	3	2,017	0.8
Communications	-	-	-	1	250	0.0	1	325	2.5
Electric, Gas, Water	-	-	-	3	1,614	0.0	-	-	-
Retail Trade	-	-	-	1	587	2.3	2	9,750	-4.8
Finance, Insurance Carriers	1	390	2.0	-	-	-	-	-	-
Real Estate, Insurance Agencies	-	-	-	1	650	0.6	-	-	-
Education, Related Services	29	19,079	0.0	21	19,308	0.1	5	2,483	0.4
Health, Welfare Services	2	780	0.0	4	1,212	0.8	2	850	0.3
Recreational Services	-	-	-	2	888	0.0	-	-	-
Other Services	-	-	-	1	240	1.0	-	-	-
Local Government	2	654	0.0	3	2,338	0.0	2	1,350	0.0
CONSTRUCTION TOTAL	-	-	-	1	300	0.0	-	-	-

TABLE 5 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FIRST QUARTER 1993

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	6	2,308	0.5	7	3,680	0.8
MANUFACTURING TOTAL	3	763	1.5	5	2,066	0.8
Food, Beverage	2	538	1.3	-	-	-
Rubber, Plastics	1	225	2.2	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-
Paper	-	-	-	5	2,066	0.8
Printing, Publishing	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	3	1,545	0.0	2	1,614	0.8
Forestry	-	-	-	1	700	0.8
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Retail Trade	1	1,000	0.0	-	-	-
Finance, Insurance Carriers	-	-	-	-	-	-
Real Estate, Insurance Agencies	-	-	-	-	-	-
Education, Related Services	1	225	0.0	-	-	-
Health, Welfare Services	1	320	0.0	-	-	-
Recreational Services	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Local Government	-	-	-	1	914	0.8
CONSTRUCTION	-	-	-	-	-	-

TABLE 6

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FIRST QUARTER 1994**

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	36	21,618	0.0	45	29,823	0.2	25	20,743	-1.8
MANUFACTURING TOTAL	2	715	0.0	4	2,063	1.5	9	3,568	1.7
Food, Beverage	-	-	-	3	963	1.0	1	545	2.6
Rubber, Plastics	1	430	0.0	-	-	-	1	215	1.5
Textile	-	-	-	1	1,100	2.0	-	-	-
Clothing	-	-	-	-	-	-	2	855	-0.1
Furniture, Fixtures	-	-	-	-	-	-	1	482	2.0
Paper	-	-	-	-	-	-	1	370	1.6
Printing, Publishing	1	285	0.0	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-	1	220	2.4
Transportation Equipment	-	-	-	-	-	-	1	590	3.3
Electrical Products	-	-	-	-	-	-	1	291	1.3
NON-MANUFACTURING TOTAL	34	20,903	0.0	40	27,460	0.1	16	17,175	-2.5
Forestry	-	-	-	-	-	-	1	400	0.8
Transportation	-	-	-	4	960	0.7	3	2,017	0.8
Communications	-	-	-	1	250	0.0	1	325	2.5
Electric, Gas, Water	-	-	-	3	1,614	0.0	-	-	-
Retail Trade	-	-	-	-	-	-	2	9,750	-4.8
Finance, Insurance Carriers	1	390	2.0	-	-	-	-	-	-
Real Estate, Insurance Agencies	-	-	-	1	650	0.6	-	-	-
Education, Related Services	29	19,079	0.0	21	19,308	0.1	5	2,483	0.4
Health, Welfare Services	2	780	0.0	4	1,212	0.8	2	850	0.3
Recreation Services	-	-	-	2	888	0.0	-	-	-
Other Services	-	-	-	1	240	1.0	-	-	-
Local Government	2	654	0.0	3	2,338	0.0	2	1,350	0.0
CONSTRUCTION TOTAL	-	-	-	1	300	0.0	-	-	-

TABLE 6 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FIRST QUARTER 1994

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	5	2,083	0.3	7	3,680	0.8
MANUFACTURING TOTAL	2	538	1.3	5	2,066	0.8
Food, Beverage	2	538	1.3	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-
Paper	-	-	-	5	2,066	0.8
Printing, Publishing	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	3	1,545	0.0	2	1,614	0.8
Forestry	-	-	-	1	700	0.8
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Retail Trade	1	1,000	0.0	-	-	-
Finance, Insurance Carriers	-	-	-	-	-	-
Real Estate, Insurance Agencies	-	-	-	-	-	-
Education, Related Services	1	225	0.0	-	-	-
Health, Welfare Services	1	320	0.0	-	-	-
Recreational Services	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Local Government	-	-	-	1	914	0.8
CONSTRUCTION TOTAL	-	-	-	-	-	-

TABLE 7

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITH COLA
BY DURATION
FIRST QUARTER 1994**

[illegible]

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
FIRST QUARTER 1994

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	131	87,507	48	33,286	83	54,221
1-3 Months	58	34,659	25	14,732	33	19,927
4-6 Months	22	9,269	14	5,441	8	3,828
7-9 Months	24	27,778	5	10,239	19	17,539
10-12 Months	10	5,813	4	2,874	6	2,939
13 Months and Over	17	9,988	-	-	17	9,988

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	6.0
Private Sector	4.3
Public Sector	7.1

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
FIRST QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	131	87,507	48	33,286	83	54,221
Direct Bargaining	56	36,592	15	6,885	41	29,707
Conciliation	13	4,356	7	3,003	6	1,353
Post Conciliation Bargaining	8	8,470	7	7,226	1	1,244
Mediation	20	11,340	13	6,510	7	4,830
Post Mediation	5	1,784	3	1,121	2	663
Post Fact Finder	-	-	-	-	-	-
Arbitration	3	1,417	-	-	3	1,417
Work Stoppage	4	8,991	3	8,541	1	450
Other	22	14,557	-	-	22	14,557

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
FIRST QUARTER 1993

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	131	87,507	58	34,659	22	9,269	24	27,778	10	5,813	17	9,988
Direct Bargaining	56	36,592	26	12,390	3	1,030	12	13,344	4	2,273	11	7,555
Conciliation	13	4,356	4	1,380	6	2,250	-	-	2	523	1	203
Post Conciliation	8	8,470	4	5,716	3	1,919	1	835	-	-	-	-
Mediation	20	11,340	5	1,885	7	3,209	6	4,030	2	2,216	-	-
Post Mediation	5	1,784	-	-	1	320	-	-	2	801	2	663
Post Fact Finder	-	-	-	-	-	-	-	-	-	-	-	-
Arbitration	3	1,417	-	-	-	-	1	300	-	-	2	1,117
Work Stoppage	4	8,991	-	-	2	541	1	8,000	-	-	1	450
Other	22	14,557	19	13,288	-	-	3	1,269	-	-	-	-



Ontario

Labour Management Services
Office of Collective Bargaining Information

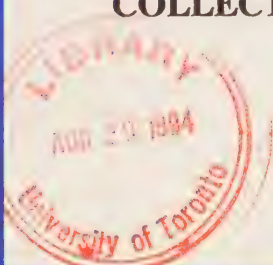
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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

SECOND QUARTER 1994



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the second quarter of 1994. The Office of Collective Bargaining Information will continue to monitor collective bargaining negotiations in the Ontario public sector and will report on the terms of settlement as they are ratified.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Pay Equity adjustments are excluded from the calculations in this report. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly survey of settlements conducted by the staff of the Office of Collective Bargaining Information, Labour Management Services.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, SECOND QUARTER 1994

During the second quarter of 1994, settlements were negotiated in 100 collective agreements each covering 200 or more Ontario employees. A total of 80,779 employees were affected by these settlements concentrated in education, utilities, retail trade, mining, and aerospace.

Wage Adjustments

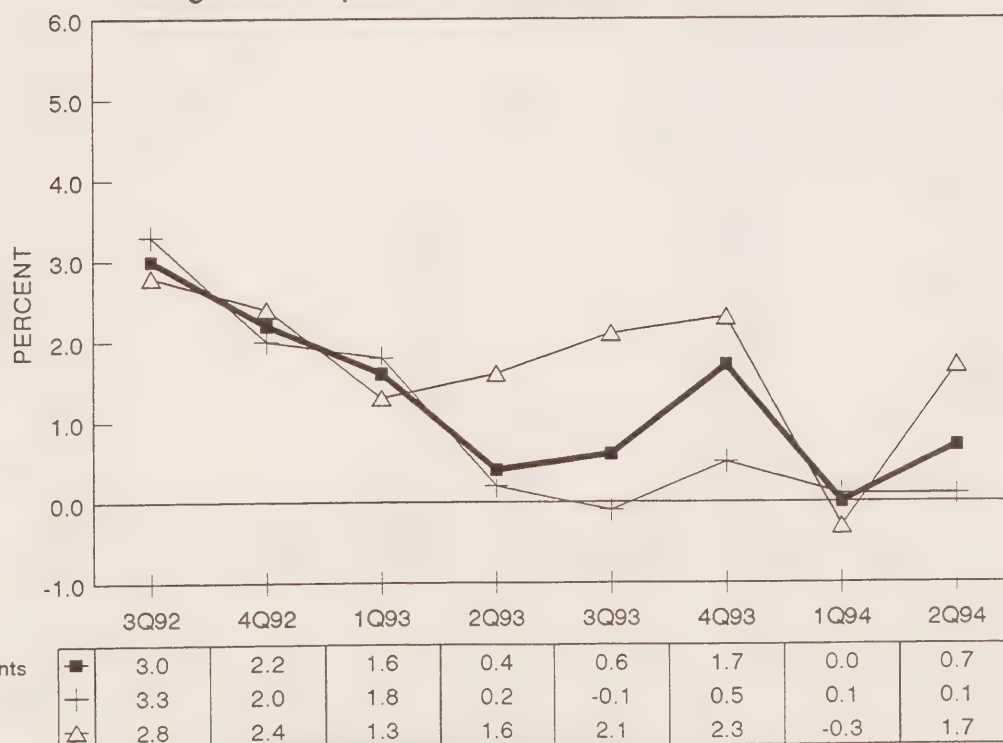
Increases to the base rate in second quarter settlements averaged 0.7%, up from 0.0% in the first quarter. (See Chart 1 and Table 1.) The overall average continues to reflect divergent public and private sector trends. Public sector settlements averaged 0.1% for the second consecutive quarter, reflecting the impact of the *Social Contract Act*. In contrast, private sector settlements averaged 1.7%, up considerably from -0.3% in the previous quarter. Although this quarter's private sector figure shows a considerable increase when compared to the previous quarter, (which was heavily influenced by the Miracle Mart settlement involving a wage

2ND QUARTER 1994	
Number of Agreements	100
Employees Covered	80,779
AVERAGE ANNUAL INCREASES	
All Settlements	0.7%
Public Sector	0.1%
Private Sector	1.7%
1ST QUARTER 1994	
Number of Agreements	141
Employees Covered	100,630
AVERAGE ANNUAL INCREASES	
All Settlements	0.0%
Public Sector	0.1%
Private Sector	-0.3%

roll-back), it is consistent with private sector settlement trends observed over the last year.

Manufacturing settlements continue to receive increases above those in non-manufacturing sectors. Forty-one manufacturing settlements, covering over

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTORS
average annual percent increase in base wage rates



16,000 employees, provided an average annual increase of 1.7%. By comparison, this quarter's non-manufacturing settlements averaged 0.5%. (See Table 2.)

Among second quarter settlements, over half of the employees were covered by agreements with wage freezes. Reflecting divergent settlement patterns, nearly 90% of public sector employees were covered by agreements with wage freezes, while over 75% of private sector employees were covered by agreements with increases between 1.0% and 2.9%. No agreement provided increases greater than 4.0%. (See chart 2 and Table 4.) Half of the second quarter settlements were for three-year terms, while a further 30% were for two-year terms. The remaining agreements were spread between one-year, four-year and five-year terms. (See Tables 5, 6 and 7.)

Major Settlements

Major settlements in the second quarter included over 5,000 INCO employees who settled three-year agreements with no wage increase, but the COLA clause is expected to

provide an average annual increase of 1.3%. After coming off a one-year contract extension, one of Ontario's major aerospace employers, de Havilland, settled three-year agreements with its 1,700 employees. The settlement followed a one-week work stoppage and provides for a 2.0% average annual increase. In retail trade, four separate settlements covering over 5,500 employees at Mr. Grocer, The Bay stores, Fortinos Supermarkets and PharmaPlus Drugmarts resulted in an average annual increase of 1.8% in this industry.

In the public sector, Ontario Hydro's major bargaining unit of 14,500 employees ratified a two-year contract which contained a wage freeze and a COLA clause which is not expected to result in any increase during the term of this contract. Twenty-three school board agreements, covering over 13,000 employees, were settled with wage freezes. Following a contract extension by college faculty in the first quarter of this year, 6,400 college support staff at twenty-three colleges decided to extend their present agreement to the end of the social contract period in

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



March of 1996. 2,500 employees of the Workers' Compensation Board settled a one-year contract for 1993. The agreement had expired by the time it was ratified and provided no wage increases.

Negotiations

Forty percent of the settlements were reached by the parties without outside assistance. Seven agreements were extended under the *Social Contract Act* and two agreements were subject to interest arbitration. Government assistance was provided in the remaining forty-seven sets of major negotiations, including six involving a work stoppage. (See Chart 3, Tables 9 and 10.)

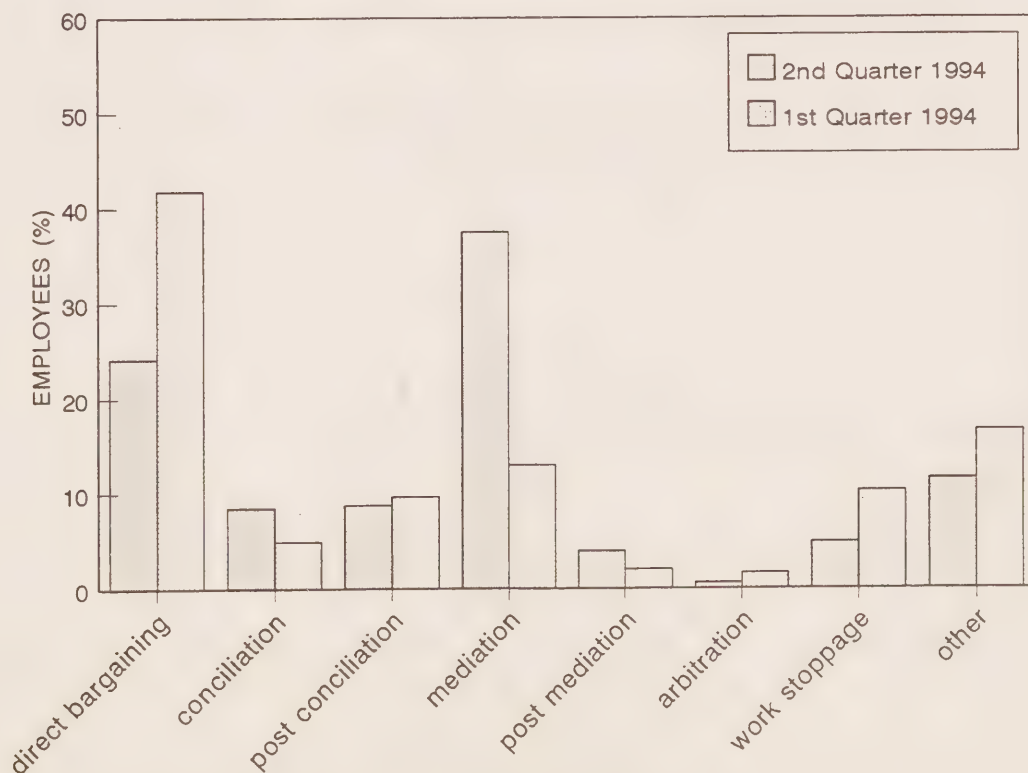
Second quarter settlements were negotiated in an average of nearly seven months from the date the parties commenced bargaining to the date the settlements were ratified by the employees. Private sector settlements were negotiated in an average of four and a half months, compared to over nine months in the public sector. (See Table 8.)

Upcoming Bargaining

Major ongoing negotiations include 75,000 hospital nurses and support staff, 51,000 direct employees of the provincial government, and 12,000 CN, CP and VIA Rail employees.

Industry-wide negotiations in retail trade will continue into the third quarter. A settlement for over 10,000 A&P employees was reached in early July, while a further 10,000 retail trade employees will have their contracts expire during the third quarter, including those at A&P's New Dominion Stores, Oshawa Foods and Zehrmart. Education sector bargaining will figure prominently in the third quarter with 158 school board agreements, covering over 60,000 employees, scheduled to expire at the end of August. The agreement covering 1,600 Falconbridge employees engaged in nickel mining is set to expire in late August.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
SECOND QUARTER 1993 TO SECOND QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
SECOND QUARTER 1993									
All Agreements	156	159,505	0.4	20	18,383	1.3	136	141,122	0.3
Private Sector	54	30,441	1.6	15	13,180	1.3	39	17,261	1.9
Public Sector	102	129,064	0.2	5	5,203	1.3	97	123,861	0.1
THIRD QUARTER 1993									
All Agreements	92	75,506	0.6	11	13,878	2.6	81	61,628	0.2
Private Sector	31	25,523	2.1	10	13,358	2.6	21	12,165	1.5
Public Sector	61	49,983	-0.1	1	520	1.5	60	49,463	-0.1
FOURTH QUARTER 1993									
All Agreements	102	103,888	1.7	34	52,629	2.7	68	51,259	0.6
Private Sector	45	68,817	2.3	22	46,408	3.0	23	22,409	0.9
Public Sector	57	35,071	0.5	12	6,221	0.9	45	28,850	0.4
FIRST QUARTER 1994									
All Agreements	141	100,630	0.0	14	10,560	2.3	127	90,070	-0.3
Private Sector	51	34,907	-0.3	14	10,560	2.3	37	24,347	-1.4
Public Sector	90	65,723	0.1	-	-	-	90	65,723	0.1
SECOND QUARTER 1994									
All Agreements	100	80,779	0.7	26	31,213	0.8	74	49,566	0.7
Private Sector	54	30,876	1.7	23	15,252	1.6	31	15,624	1.7
Public Sector	46	49,903	0.1	3	15,961	0.1	43	33,942	0.1

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY
SECOND QUARTER 1994

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TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
INCLUDING AND EXCLUDING CONSTRUCTION
SECOND QUARTER 1993 TO SECOND QUARTER 1994

[illegible]

TABLE 4
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
SECOND QUARTER 1994

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	100	80,779	26	31,213	74	49,566
Decrease	1	700	1	700	-	-
No Increase	37	43,688	2	14,771	35	28,917
0.1 - 0.9 Percent	14	7,326	3	2,063	11	5,263
1.0 - 1.9 Percent	25	16,094	8	7,443	17	8,651
2.0 - 2.9 Percent	19	11,432	10	5,812	9	5,620
3.0 - 3.9 Percent	4	1,539	2	424	2	1,115
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	41	16,503	20	8,549	21	7,954
Decrease	1	700	1	700	-	-
No Increase	-	-	-	-	-	-
0.1 - 0.9 Percent	5	1,939	1	550	4	1,389
1.0 - 1.9 Percent	17	6,009	7	2,543	10	3,466
2.0 - 2.9 Percent	14	6,316	9	4,332	5	1,984
3.0 - 3.9 Percent	4	1,539	2	424	2	1,115
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	59	64,276	6	22,664	53	41,612
Decrease	-	-	-	-	-	-
No Increase	37	43,688	2	14,771	35	28,917
0.1 - 0.9 Percent	9	5,387	2	1,513	7	3,874
1.0 - 1.9 Percent	8	10,085	1	4,900	7	5,185
2.0 - 2.9 Percent	5	5,116	1	1,480	4	3,636
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
SECOND QUARTER 1994

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
CONSTRUCTION TOTAL	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
No Increase	-	-	-	-	-	-
0.1 - 0.9 Percent	-	-	-	-	-	-
1.0 - 1.9 Percent	-	-	-	-	-	-
2.0 - 2.9 Percent	-	-	-	-	-	-
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PRIVATE SECTOR TOTAL	54	30,876	23	15,252	31	15,624
Decrease	1	700	1	700	-	-
No Increase	-	-	-	-	-	-
0.1 - 0.9 Percent	10	4,301	2	873	8	3,428
1.0 - 1.9 Percent	21	13,479	8	7,443	13	6,036
2.0 - 2.9 Percent	18	10,857	10	5,812	8	5,045
3.0 - 3.9 Percent	4	1,539	2	424	2	1,115
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	46	49,903	3	15,961	43	33,942
Decrease	-	-	-	-	-	-
No Increase	37	43,688	2	14,771	35	28,917
0.1 - 0.9 Percent	4	3,025	1	1,190	3	1,835
1.0 - 1.9 Percent	4	2,615	-	-	4	2,615
2.0 - 2.9 Percent	1	575	-	-	1	575
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
SECOND QUARTER 1994

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	13	8,310	0.1	29	35,363	0.2	50	31,157	1.3
MANUFACTURING TOTAL	-	-	-	7	2,469	2.0	31	12,611	1.8
Food, Beverage	-	-	-	1	416	0.8	3	1,532	1.8
Tobacco Products	-	-	-	1	640	3.0	-	-	-
Rubber, Plastics	-	-	-	1	206	3.9	1	475	3.0
Textile	-	-	-	-	-	-	2	435	1.5
Clothing	-	-	-	-	-	-	1	350	1.5
Wood	-	-	-	-	-	-	1	340	2.9
Furniture, Fixtures	-	-	-	1	200	2.9	1	265	1.1
Paper	-	-	-	1	250	0.5	-	-	-
Primary Metals	-	-	-	-	-	-	6	2,271	1.4
Fabricated Metals	-	-	-	-	-	-	1	250	1.2
Machinery	-	-	-	-	-	-	3	1,460	2.1
Transportation Equipment	-	-	-	-	-	-	7	3,123	2.1
Electrical Products	-	-	-	1	490	2.0	1	233	2.7
Non-Metallic Minerals	-	-	-	1	267	1.0	-	-	-
Petroleum, Coal	-	-	-	-	-	-	2	530	1.6
Chemicals	-	-	-	-	-	-	2	1,347	1.6
NON-MANUFACTURING TOTAL	13	8,310	0.1	22	32,894	0.1	19	18,546	1.0
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	4,900	1.3
Transportation	1	575	2.0	1	235	2.9	3	3,603	1.9
Communications	-	-	-	1	270	0.0	1	1,190	0.8
Electric, Gas, Water	-	-	-	3	15,500	0.1	-	-	-
Retail Trade	-	-	-	-	-	-	2	2,129	1.2
Education, Related Services	7	3,730	0.0	13	13,427	0.0	7	5,420	0.1
Health, Welfare Services	1	250	0.0	3	2,937	0.1	3	694	0.5
Management Services	-	-	-	-	-	-	2	610	1.1
Provincial Government	3	3,365	0.0	-	-	-	-	-	-
Local Government	1	390	0.0	1	525	0.0	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 5 (continued)

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
SECOND QUARTER 1994**

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	4	4,726	1.5	4	1,223	0.8
MANUFACTURING TOTAL	1	700	-0.8	2	723	0.8
Food, Beverage	1	700	-0.8	-	-	-
Tobacco Products	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-
Paper	-	-	-	2	723	0.8
Primary Metals	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-
Petroleum	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	3	4,026	1.9	2	500	0.8
Forestry	-	-	-	2	500	0.8
Mining, Quarrying	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Retail Trade	2	3,526	2.2	-	-	-
Education, Related Services	1	500	0.0	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Provincial Government	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
SECOND QUARTER 1994**

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	13	8,310	0.1	24	19,919	0.3	30	16,088	1.0
MANUFACTURING TOTAL	-	-	-	4	1,796	1.9	15	5,435	1.9
Food, Beverage	-	-	-	1	416	0.8	1	450	2.0
Tobacco Products	-	-	-	1	640	3.0	-	-	-
Rubber, Plastics	-	-	-	-	-	-	1	475	3.0
Textile	-	-	-	-	-	-	2	435	1.5
Clothing	-	-	-	-	-	-	1	350	1.5
Wood	-	-	-	-	-	-	1	340	2.9
Furniture, Fixtures	-	-	-	-	-	-	1	265	1.1
Paper	-	-	-	1	250	0.5	-	-	-
Fabricated Metals	-	-	-	-	-	-	1	250	1.2
Machinery	-	-	-	-	-	-	1	360	2.4
Transportation Equipment	-	-	-	-	-	-	2	633	2.0
Electrical Products	-	-	-	1	490	2.0	-	-	-
Petroleum, Coal	-	-	-	-	-	-	2	530	1.6
Chemicals	-	-	-	-	-	-	2	1,347	1.6
NON-MANUFACTURING TOTAL	13	8,310	0.1	20	18,123	0.1	15	10,653	0.6
Forestry	-	-	-	-	-	-	-	-	-
Transportation	1	575	2.0	1	235	2.9	1	1,800	1.3
Communications	-	-	-	1	270	0.0	-	-	-
Electric, Gas, Water	-	-	-	2	1,000	1.5	-	-	-
Retail Trade	-	-	-	-	-	-	2	2,129	1.2
Education, Related Services	7	3,730	0.0	12	13,156	0.0	7	5,420	0.1
Health, Welfare Services	1	250	0.0	3	2,937	0.1	3	694	0.5
Management Services	-	-	-	-	-	-	2	610	1.1
Provincial Government	3	3,365	0.0	-	-	-	-	-	-
Local Government	1	390	0.0	1	525	0.0	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 6 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
SECOND QUARTER 1994

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	3	4,026	1.9	4	1,223	0.8
MANUFACTURING TOTAL	-	-	-	2	723	0.8
Food, Beverage	-	-	-	-	-	-
Tobacco Products	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Wood	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	2	723	0.8
Paper	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Petroleum, Coal	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	3	4,026	1.9	2	500	0.8
Forestry	-	-	-	2	500	0.8
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Retail Trade	2	3,526	2.2	-	-	-
Education, Related Services	1	500	0.0	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Management Services	-	-	-	-	-	-
Provincial Government	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
SECOND QUARTER 1994

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	100	80,779	54	30,876	46	49,903
1-3 Months	39	29,414	26	16,972	13	12,442
4-6 Months	29	30,259	20	9,698	9	20,561
7-9 Months	6	3,425	3	1,000	3	2,425
10-12 Months	9	6,237	2	1,173	7	5,064
13 Months and Over	17	11,444	3	2,033	14	9,411

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	6.7
Private Sector	4.6
Public Sector	9.1

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
SECOND QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	100	80,779	54	30,876	46	49,903
Direct Bargaining	40	19,544	14	4,983	26	14,561
Conciliation	12	6,902	10	4,842	2	2,060
Post Conciliation Bargaining	12	7,111	8	4,458	4	2,653
Mediation	19	30,258	17	13,358	2	16,900
Post Mediation	2	3,225	-	-	2	3,225
Arbitration	2	485	-	-	2	485
Work Stoppage	6	3,943	5	3,235	1	708
Other	7	9,311	-	-	7	9,311

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
SECOND QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	100	80,779	39	29,414	29	30,259	6	3,245	9	6,237	17	11,444
Direct Bargaining	40	19,544	19	8,927	11	5,203	1	295	2	1,470	7	4,279
Conciliation	12	6,902	-	-	7	3,482	2	2,150	2	1,060	1	210
Post Conciliation	12	7,111	6	2,635	-	-	1	330	2	2,109	3	2,037
Mediation	19	30,258	8	8,755	9	20,853	2	650	-	-	-	-
Post Mediation	2	3,225	-	-	-	-	-	-	-	-	2	3,225
Arbitration	2	485	-	-	-	-	-	-	-	-	2	485
Work Stoppage	6	3,943	3	2,412	1	450	-	-	1	373	1	708
Other	7	9,311	3	7,315	1	271	-	-	2	1,225	1	500



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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

THIRD QUARTER 1994



FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the third quarter of 1994. The Office of Collective Bargaining Information will continue to monitor collective bargaining negotiations in the Ontario public sector and will report on the terms of settlement as they are ratified.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Pay Equity adjustments are excluded from the calculations in this report. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly survey of settlements conducted by the staff of the Office of Collective Bargaining Information, Labour Management Services.

For further information please contact Bill Murnighan, Research Economist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, THIRD QUARTER 1994

During the third quarter of 1994, settlements were negotiated in 70 collective agreements each covering 200 or more Ontario employees. A total of 50,886 employees were affected by these settlements concentrated in retail trade, education, communications and mining.

Wage Adjustments

Increases to the base rates in third quarter settlements averaged 0.8%, up from a revised 0.4% in the second quarter. (See Chart 1 and Table 1.) Wage settlements continue to follow divergent public and private sector trends. Public sector settlements averaged 0.2%, following the trend established in the second quarter of 1993. By comparison, private sector settlements averaged 1.3%, down slightly from 1.7% in the previous quarter.

Wage increases in the manufacturing sector continue to lead those in non-manufacturing. Twenty manufacturing settlements, covering

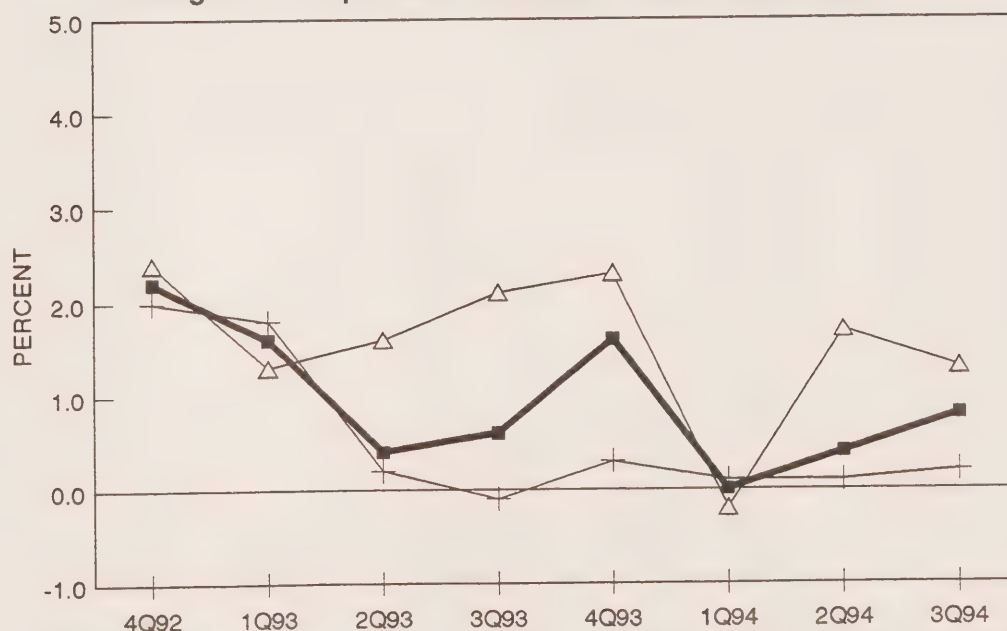
3RD QUARTER 1994	
Number of Agreements	70
Employees Covered	50,886
AVERAGE ANNUAL INCREASES	
All Settlements	0.8%
Public Sector	0.2%
Private Sector	1.3%

2ND QUARTER 1994	
Number of Agreements	151
Employees Covered	165,772
AVERAGE ANNUAL INCREASES	
All Settlements	0.4%
Public Sector	0.1%
Private Sector	1.7%

nearly 7,000 employees, provided an average annual increase of 2.0%. By comparison, non-manufacturing settlements averaged 0.6%.

Over eighty percent of public sector employees were covered by agreements with wage freezes while nearly sixty percent of private sector employees were covered by

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTORS
average annual percent increase in base wage rates



All Agreements	■	2.2	1.6	0.4	0.6	1.6	0.0	0.4	0.8
Public	+	2.0	1.8	0.2	-0.1	0.3	0.1	0.1	0.2
Private	△	2.4	1.3	1.6	2.1	2.3	-0.2	1.7	1.3

agreements with increases over 1.0%. Although five private sector settlements showed average annual increases greater than 3.0%, the vast majority provided increases of less than 2.0%. (See Table 2 and Table 4.)

Half of the third quarter settlements were for three-year terms while a third were for two-year terms. Two pulp and paper agreements and one in retail trade settled for five-year terms. (See Tables 5, 6 and 7.)

Major Settlements

Retail trade figured prominently in third quarter settlements involving nearly 20,000 employees under eight separate agreements at A&P, Zehrs, No Frills, Super Fresh, Zellers and Brewers Retail. These settlements provide for an average annual increase of 1.1% in the industry.

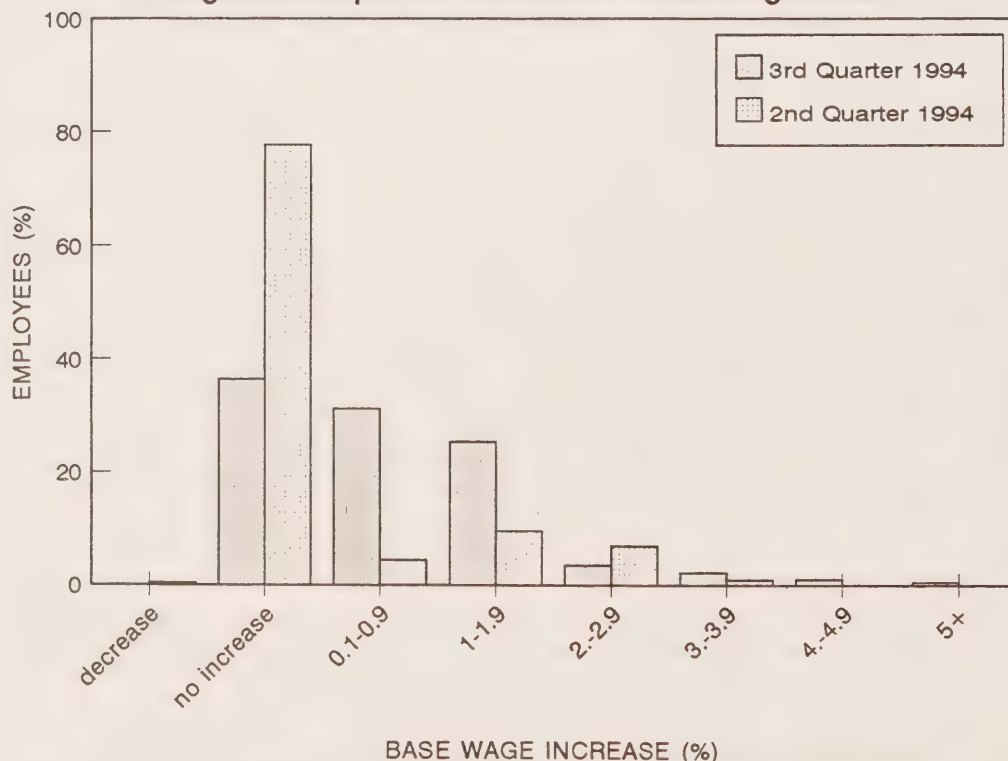
Following the INCO settlement last quarter, four major mining settlements were achieved in the third quarter including 1,300 Falconbridge nickel miners, as well as employees at Rio Algom, Goldcorp and

Royal Oak. The third quarter mining settlements provided an average annual increase of 1.3%.

In the public sector, second quarter figures have been revised to reflect legislation extending federal government agreements. Bill C-17, *The Budget Implementation Act, 1994*, calls for the suspension of wage increments and a two-year extension of federal government agreements which cover over 80,000 Ontario employees. Bill C-17 is the third extension for these agreements, following similar legislation in 1991 and 1993. The current legislation was passed in late June, although the majority of the agreements were not scheduled to expire until the summer of 1995. Most of the agreements are now scheduled to expire in 1997.

In the third quarter, twenty agreements covering over 13,000 employees in the education sector were settled with wage freezes. The majority of these agreements were for school teachers but they also included school support and university employees. Central bargaining for over 3,500

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



hospital paramedics was concluded in July which resulted in wage freezes during the two-year agreements. Two settlements at Canada Post, involving 3,500 revenue operations and support employees in Ontario, provided an average annual increase of 0.8%.

Negotiations

Just over forty percent of the settlements were reached by the parties without outside assistance. Two agreements were extended under the *Social Contract Act* and one was subject to interest arbitration. Government assistance was provided in the remaining negotiations, including five involving a work stoppage. (See Chart 3, Tables 9 and 10.)

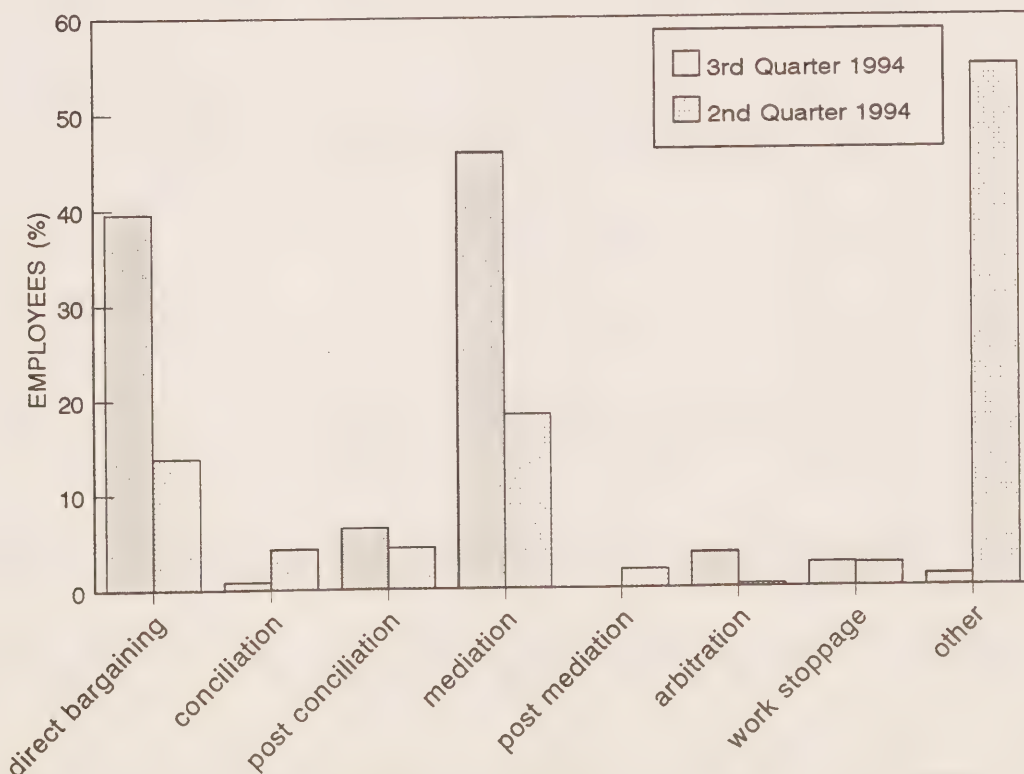
Third quarter settlements were negotiated in an average of seven months from the date the parties commenced bargaining to the date the settlements were ratified by the employees. Private sector settlements were negotiated in an average of five months compared to nearly nine months in the public sector. (See Table 9.)

Upcoming Bargaining

Major negotiations continuing into the fourth quarter include 75,000 hospital nurses and support staff, 51,000 direct employees of the provincial government, and 12,000 CN, CP and VIA rail employees.

In the private sector, key negotiations scheduled for the remainder of the year include 2,100 employees of the Toronto Star and 1,600 General Electric employees. In the public sector, the agreement covering over 6,000 professional employees of Ontario Hydro is set to expire in December, as are a significant number of municipal and school board support agreements.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
THIRD QUARTER 1993 TO THIRD QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
THIRD QUARTER 1993									
All Agreements	91	75,219	0.6	11	13,878	2.6	80	61,341	0.2
Private Sector	31	25,523	2.1	10	13,358	2.7	21	12,165	1.5
Public Sector	60	49,696	-0.1	1	520	1.5	59	49,176	-0.1
FOURTH QUARTER 1993									
All Agreements	106	104,818	1.6	29	49,836	2.8	77	54,982	0.6
Private Sector	45	68,817	2.3	22	46,408	3.0	23	22,409	0.9
Public Sector	61	36,001	0.3	7	3,428	0.0	54	32,573	0.4
FIRST QUARTER 1994									
All Agreements	154	106,494	0.0	15	11,760	2.1	139	94,734	-0.2
Private Sector	54	36,227	-0.2	14	10,560	2.3	40	25,667	-1.2
Public Sector	100	70,267	0.1	1	1,200	0.0	99	69,067	0.1
SECOND QUARTER 1994									
All Agreements	151	165,772	0.4	25	31,013	0.8	126	134,759	0.2
Private Sector	53	30,676	1.7	22	15,052	1.6	31	15,624	1.7
Public Sector	98	135,096	0.1	3	15,961	0.1	95	119,135	0.0
THIRD QUARTER 1994									
All Agreements	70	50,886	0.8	11	10,754	1.4	59	40,132	0.7
Private Sector	35	28,767	1.3	9	10,277	1.4	26	18,490	1.3
Public Sector	35	22,119	0.2	2	477	0.4	33	21,642	0.2

TABLE 3

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TABLE 4
DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
THIRD QUARTER 1994

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	70	50,886	11	10,754	59	40,132
Decrease	-	-	-	-	-	-
No Increase	33	18,521	1	209	32	18,312
0.1 - 0.9 Percent	11	15,858	3	810	8	15,048
1.0 - 1.9 Percent	14	12,867	5	9,335	9	3,532
2.0 - 2.9 Percent	6	1,766	1	200	5	1,566
3.0 - 3.9 Percent	4	1,109	1	200	3	909
4.0 - 4.9 Percent	1	515	-	-	1	515
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	1	250	-	-	1	250
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	20	6,809	4	1,346	16	5,463
Decrease	-	-	-	-	-	-
No Increase	2	440	-	-	2	440
0.1 - 0.9 Percent	3	751	1	266	2	485
1.0 - 1.9 Percent	8	3,402	1	680	7	2,722
2.0 - 2.9 Percent	3	771	1	200	2	571
3.0 - 3.9 Percent	2	680	1	200	1	480
4.0 - 4.9 Percent	1	515	-	-	1	515
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	1	250	-	-	1	250
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	50	44,077	7	9,408	43	34,669
Decrease	-	-	-	-	-	-
No Increase	31	18,081	1	209	30	17,872
0.1 - 0.9 Percent	8	15,107	2	544	6	14,563
1.0 - 1.9 Percent	6	9,465	4	8,655	2	810
2.0 - 2.9 Percent	3	995	-	-	3	995
3.0 - 3.9 Percent	2	429	-	-	2	429
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)

**DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
THIRD QUARTER 1994**

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
PRIVATE SECTOR TOTAL	35	28,767	9	10,277	26	18,490
Decrease	-	-	-	-	-	-
No Increase	2	440	-	-	2	440
0.1 - 0.9 Percent	8	12,029	2	542	6	11,487
1.0 - 1.9 Percent	14	12,867	5	9,335	9	3,532
2.0 - 2.9 Percent	6	1,766	1	200	5	1,566
3.0 - 3.9 Percent	3	900	1	200	2	700
4.0 - 4.9 Percent	1	515	-	-	1	515
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	1	250	-	-	1	250
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	35	22,119	2	477	33	21,642
Decrease	-	-	-	-	-	-
No Increase	31	18,081	1	209	30	17,872
0.1 - 0.9 Percent	3	3,829	1	268	2	3,561
1.0 - 1.9 Percent	-	-	-	-	-	-
2.0 - 2.9 Percent	-	-	-	-	-	-
3.0 - 3.9 Percent	1	209	-	-	1	209
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
THIRD QUARTER 1994

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	8	3,885	0.0	24	11,614	0.3	33	27,688	1.0
MANUFACTURING TOTAL	-	-	-	4	1,026	0.5	14	4,554	2.4
Food, Beverage	-	-	-	3	786	0.6	2	485	0.8
Rubber, Plastics	-	-	-	-	-	-	1	250	6.4
Leather	-	-	-	-	-	-	1	325	2.4
Textile	-	-	-	-	-	-	2	591	2.0
Clothing	-	-	-	-	-	-	1	310	1.7
Paper	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	200	2.7
Fabricated Metals	-	-	-	-	-	-	2	475	1.9
Machinery	-	-	-	-	-	-	1	515	4.0
Transportation Equipment	-	-	-	-	-	-	1	243	1.1
Electrical Products	-	-	-	-	-	-	1	480	3.5
Non-Metallic Minerals	-	-	-	1	240	0.0	-	-	-
Other Manufacturing	-	-	-	-	-	-	1	680	1.7
NON-MANUFACTURING TOTAL	8	3,885	0.0	20	10,588	0.3	19	23,134	0.7
Mining, Quarrying	-	-	-	3	1,018	1.5	1	1,300	1.2
Transportation	-	-	-	1	209	3.0	-	-	-
Communications	-	-	-	-	-	-	2	3,561	0.8
Electric, Gas, Water	-	-	-	2	429	0.8	1	268	0.7
Wholesale Trade	-	-	-	1	252	0.7	-	-	-
Retail Trade	-	-	-	1	350	2.4	5	12,508	0.8
Real Estate, Insurance Agencies	-	-	-	1	1,500	0.0	-	-	-
Education, Related Services	7	3,445	0.0	8	5,934	0.0	4	3,809	0.0
Health, Welfare Services	-	-	-	2	638	0.0	4	1,243	0.0
Accommodation, Food Services	-	-	-	-	-	-	1	220	3.8
Local Government	1	440	0.0	1	258	0.0	1	225	0.0
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 5 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
THIRD QUARTER 1994

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	2	970	1.0	3	6,729	1.5
MANUFACTURING TOTAL	-	-	-	2	1,229	1.6
Food, Beverage	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Leather	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Paper	-	-	-	2	1,229	1.6
Primary Metals	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-metallic Minerals	-	-	-	-	-	-
Other Manufacturing	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	2	970	1.0	1	5,500	1.5
Mining, Quarrying	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-
Retail Trade	1	590	1.6	1	5,500	1.5
Real Estate, Insurance Agencies	-	-	-	-	-	-
Education, Related Services	1	380	0.0	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
THIRD QUARTER 1994

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	8	3,885	0.0	20	10,408	0.3	27	23,640	0.9
MANUFACTURING TOTAL	-	-	-	3	760	0.4	11	3,474	2.5
Food, Beverage	-	-	-	2	520	0.7	2	485	0.8
Rubber, Plastics	-	-	-	-	-	-	1	250	6.4
Leather	-	-	-	-	-	-	1	325	2.4
Textile	-	-	-	-	-	-	2	591	2.0
Clothing	-	-	-	-	-	-	1	310	1.7
Paper	-	-	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-	1	275	1.1
Machinery	-	-	-	-	-	-	1	515	4.0
Transportation Equipment	-	-	-	-	-	-	1	243	1.1
Electrical Products	-	-	-	-	-	-	1	480	3.5
Non-Metallic Minerals	-	-	-	1	240	0.0	-	-	-
NON-MANUFACTURING TOTAL	8	3,885	0.0	17	9,648	0.3	16	20,166	0.6
Mining, Quarrying	-	-	-	1	287	2.6	-	-	-
Transportation	-	-	-	1	209	3.0	-	-	-
Communications	-	-	-	-	-	-	2	3,561	0.8
Electric, Gas, Water	-	-	-	1	220	1.5	-	-	-
Wholesale Trade	-	-	-	1	252	0.7	-	-	-
Retail Trade	-	-	-	1	350	2.4	4	11,108	0.8
Real Estate, Insurance Agencies	-	-	-	1	1,500	0.0	-	-	-
Education, Related Services	7	3,445	0.0	8	5,934	0.0	4	3,809	0.0
Health, Welfare Services	-	-	-	2	638	0.0	4	1,243	0.0
Accommodation, Food Services	-	-	-	-	-	-	1	220	3.8
Local Government	1	440	0.0	1	258	0.0	1	225	0.0
CONSTRUCTION TOTAL	-	-	-	-	-	-	-	-	-

TABLE 6 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
THIRD QUARTER 1994

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	2	970	1.0	2	1,229	1.6
MANUFACTURING TOTAL	-	-	-	2	1,229	1.6
Food, Beverage	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-
Leather	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Clothing	-	-	-	-	-	-
Paper	-	-	-	2	1,229	1.6
Fabricated Metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-metallic Minerals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	2	970	1.0	-	-	-
Mining, Quarrying	-	-	-	-	-	-
Transportation	-	-	-	-	-	-
Communications	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-
Retail Trade	1	590	1.6	-	-	-
Real Estate, Insurance Agencies	-	-	-	-	-	-
Education, Related Services	1	380	0.0	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Accommodation, Food Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 7

[illegible]

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
THIRD QUARTER 1994

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	70	50,886	35	28,767	35	22,119
1-3 Months	19	23,100	13	20,363	6	2,737
4-6 Months	22	8,630	15	4,774	7	3,856
7-9 Months	13	7,108	2	481	11	6,627
10-12 Months	7	7,309	4	2,559	3	4,750
13 Months and Over	9	4,739	1	590	8	4,149

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	7.0
Private Sector	5.1
Public Sector	8.8

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
THIRD QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	70	50,886	35	28,767	35	22,119
Direct Bargaining	30	20,144	6	3,008	24	17,136
Conciliation	2	429	1	220	1	209
Post Conciliation Bargaining	6	3,250	4	2,325	2	925
Mediation	24	23,367	22	22,664	2	703
Post Mediation	-	-	-	-	-	-
Post Fact Finder	-	-	-	-	-	-
Arbitration	1	1,833	-	-	1	1,833
Work Stoppage	5	1,265	2	550	3	715
Other	2	598	-	-	2	598

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
THIRD QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	70	50,886	19	23,100	22	8,630	13	7,108	7	7,309	9	4,739
Direct Bargaining	30	20,144	8	3,517	5	4,150	9	4,526	3	4,905	5	3,046
Conciliation	2	429	-	-	2	429	-	-	-	-	-	-
Post Conciliation	6	3,250	3	2,090	-	-	1	235	1	525	1	400
Mediation	24	23,367	6	16,895	11	3,054	1	246	3	1,879	3	1,293
Post Mediation	-	-	-	-	-	-	-	-	-	-	-	-
Post Fact Finder	-	-	-	-	-	-	-	-	-	-	-	-
Arbitration	1	1,833	-	-	-	-	1	1,833	-	-	-	-
Work Stoppage	5	1,265	-	-	4	997	1	268	-	-	-	-
Other	2	598	2	598	-	-	-	-	-	-	-	-





Ontario

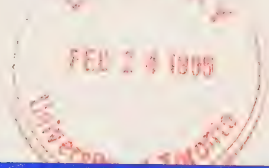
Labour Management Services
Office of Collective Bargaining Information

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ONTARIO WAGE DEVELOPMENTS

COLLECTIVE BARGAINING SETTLEMENTS

FOURTH QUARTER AND ANNUAL 1994





FOREWORD

The report describes aggregate changes in wage rates resulting from collective agreements covering 200 or more Ontario employees that were ratified in the fourth quarter of 1994. The Office of Collective Bargaining Information will continue to monitor collective bargaining negotiations in the Ontario public sector and will report on the terms of settlement as they are ratified.

The changes are calculated on base wage rates and are weighted by the number of employees in each bargaining unit. These changes do not necessarily reflect the average increase for each bargaining unit.

The information in Tables 1-7 is derived by converting the total increase for the full term of each agreement to an average annual compound equivalent. Tables 8-10 provide information on the duration of negotiations and the stage at which the settlements were reached.

Effective with the 1990 second quarter wage report estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the determination of the average annual increase for agreements ratified after January 1, 1990. Pay Equity adjustments are excluded from the calculations in this report. Historical data presented in this report are subject to revision as further information becomes available.

The data were drawn from the monthly survey of settlements conducted by the staff of the Office of Collective Bargaining Information, Labour Management Services.

For further information please contact Bill Murnighan, Labour Relations Information Specialist, at (416) 326-1291.

ONTARIO WAGE DEVELOPMENTS, COLLECTIVE BARGAINING SETTLEMENTS, FOURTH QUARTER AND ANNUAL 1994

During the fourth quarter of 1994, settlements were reached for 133 collective agreements each covering 200 or more Ontario employees. A total of 86,041 employees were affected by these settlements concentrated in construction, retail trade, education and hospitals. The fourth quarter settlements bring the annual total for 1994 to 524 agreements covering 416,129 employees. In addition to summary information presented in this report, detailed information on 1994 settlements will be available in the forthcoming *1994 Annual Review*.

Wage Adjustments

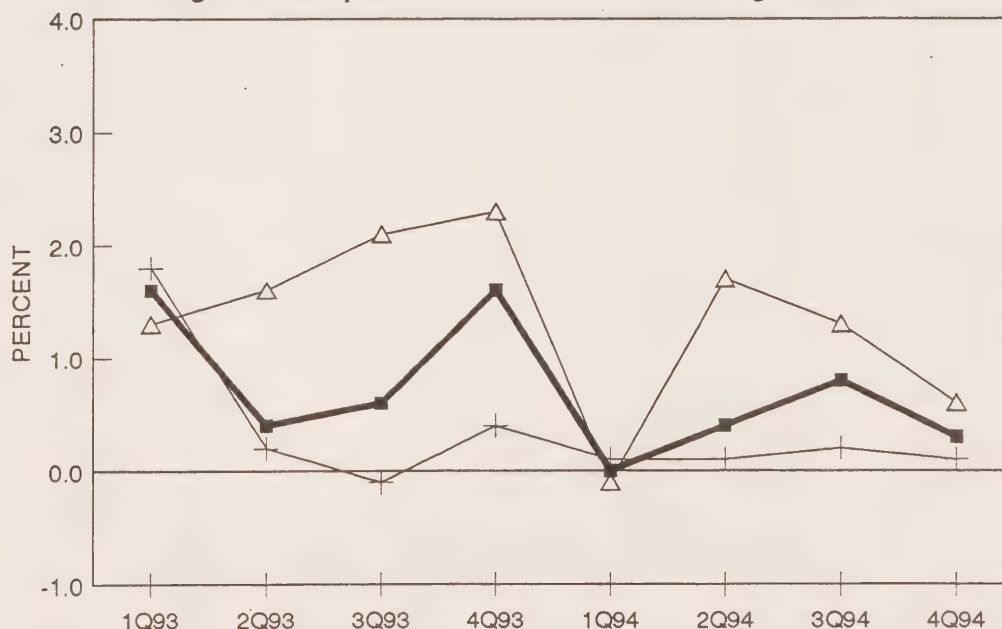
Annual figures for 1994 show an overall average base wage increase of 0.3%, down from 1.0% in 1993. Wage outcomes in the public sector continued to reflect the impact of the *Social Contract Act* with an average annual increase of 0.1% for the year, down from 0.5% in 1993. In the private sector, wage settlements averaged 0.8% in 1994, down from 2.0% during the previous year. Wage trends in the private sector diverged between manufacturing settlements, which averaged 1.8%, and those in non-

ANNUAL 1994	
Number of Agreements	524
Employees Covered	416,129
AVERAGE ANNUAL INCREASES	
All Settlements	0.3%
Public Sector	0.1%
Private Sector	0.8%
4TH QUARTER 1994	
Number of Agreements	133
Employees Covered	86,041
AVERAGE ANNUAL INCREASES	
All Settlements	0.3%
Public Sector	0.1%
Private Sector	0.6%

manufacturing and construction which generally witnessed lower wage increases. (See Tables 1 and 2.1.)

In the fourth quarter, overall increases to the base rates averaged 0.3%, down from 0.8% in the previous quarter. Reflecting a wage freeze in a major construction industry settlement, private sector settlements dropped

CHART 1 - INCREASES BY PUBLIC AND PRIVATE SECTORS
average annual percent increase in base wage rates



All Agreements
Public
Private

■	1.6	0.4	0.6	1.6	0.0	0.4	0.8	0.3
+	1.8	0.2	-0.1	0.4	0.1	0.1	0.2	0.1
△	1.3	1.6	2.1	2.3	-0.1	1.7	1.3	0.6

to an average of 0.6%, down from 1.3% in the third quarter. Public sector wage settlements continued to remain just above zero with an average annual increase of 0.1%. (See Chart 1.)

Manufacturing continued to lead all other sectors with an average annual increase of 1.8% in twenty-one settlements covering 7,700 employees, down slightly from 2.0% in the previous quarter. By comparison, non-manufacturing settlements averaged 0.2%. (See Table 2.)

Among fourth quarter settlements, the overwhelming majority of public sector employees were covered by agreements with wage freezes, as were over half of the private sector employees. Two thirds of manufacturing sector employees were covered by contracts with average annual increases between 1.0% and 2.9% (See Chart 2 and Table 4.)

Major Settlements

In an early start to upcoming province-wide construction bargaining, 17,000 carpenters settled a three-year agreement six months prior to their scheduled contract expiration in

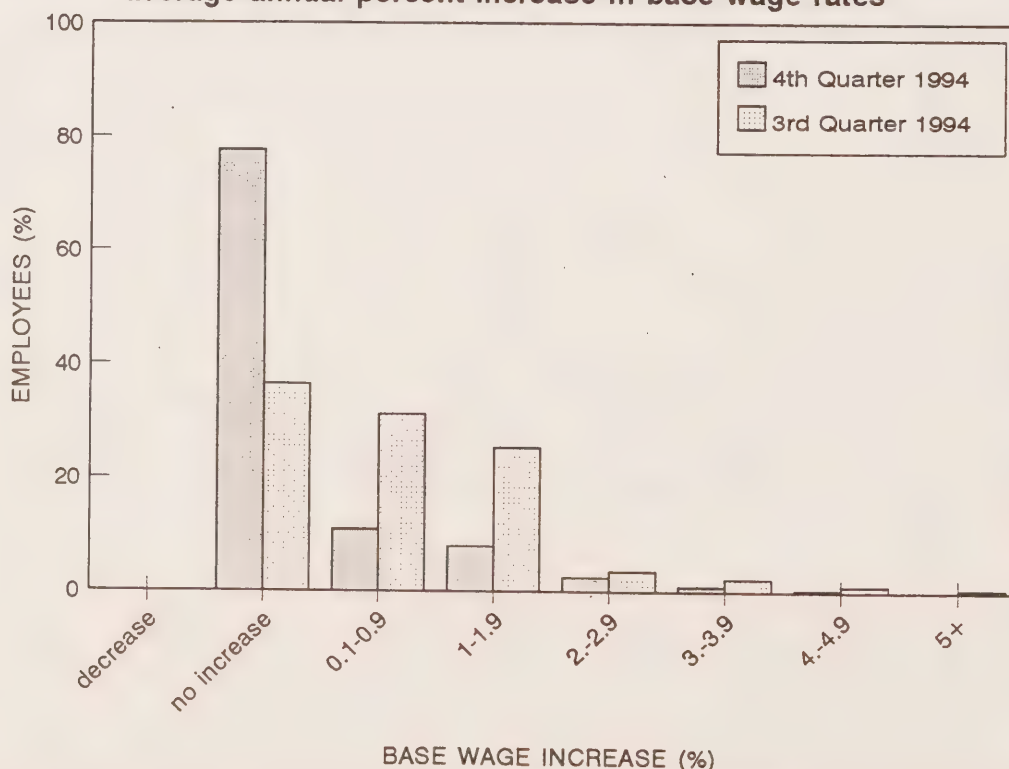
April of 1995. The agreement provides for a two-year wage freeze with a third year monetary re-opener subject to binding arbitration.

Nearly 10,000 retail trade employees settled agreements during the fourth quarter, bringing an end to the year's major retail trade negotiations. In addition to the settlement involving 5,400 New Dominion employees in November, settlements were also reached for employees at Oshawa Foods, Zehrs, Canada Safeway, Loblaws and PharmaPlus. Fourth quarter retail trade settlements provided an average annual increase of 0.8%.

First contract negotiations for 3,600 Toronto-area taxi drivers were concluded in December with the release of an award arising out of voluntary arbitration. The award provides for two-year agreements, reductions and freezes to a number of fees paid by drivers, a joint fact-finding committee and a mid-term re-opener on monetary issues subject to binding arbitration.

In the public sector, an arbitration award covering 44,000 nurses at 178 hospitals was handed down in November, finalizing two-year agreements retroactive to April 1,

CHART 2 - DISTRIBUTION OF INCREASES
average annual percent increase in base wage rates



1993 and set to expire March 31, 1996. As a result of the *Social Contract Act*, the parties settled for a wage freeze before proceeding to arbitration. Job security was the key issue settled by the award, including adjustments to layoff, recall and contracting out provisions.

A last minute settlement was reached in late October for 1,800 Ottawa-area public transit employees at OC Transpo, which provides for a wage freeze under a 27-month agreement. Twenty-four education agreements, covering nearly 14,000 employees, were settled in the fourth quarter with the overwhelming majority of agreements containing wage freezes. A wage re-opener for over 4,700 employees at forty-six nursing homes was settled by an arbitration award handed down in December. The award provides a 1% retroactive wage increase for the 1994 calendar year.

Negotiations

Just over half the the fourth quarter settlements were achieved through arbitration, while twenty percent of the agreements, covering the majority of the employees, were settled directly by the

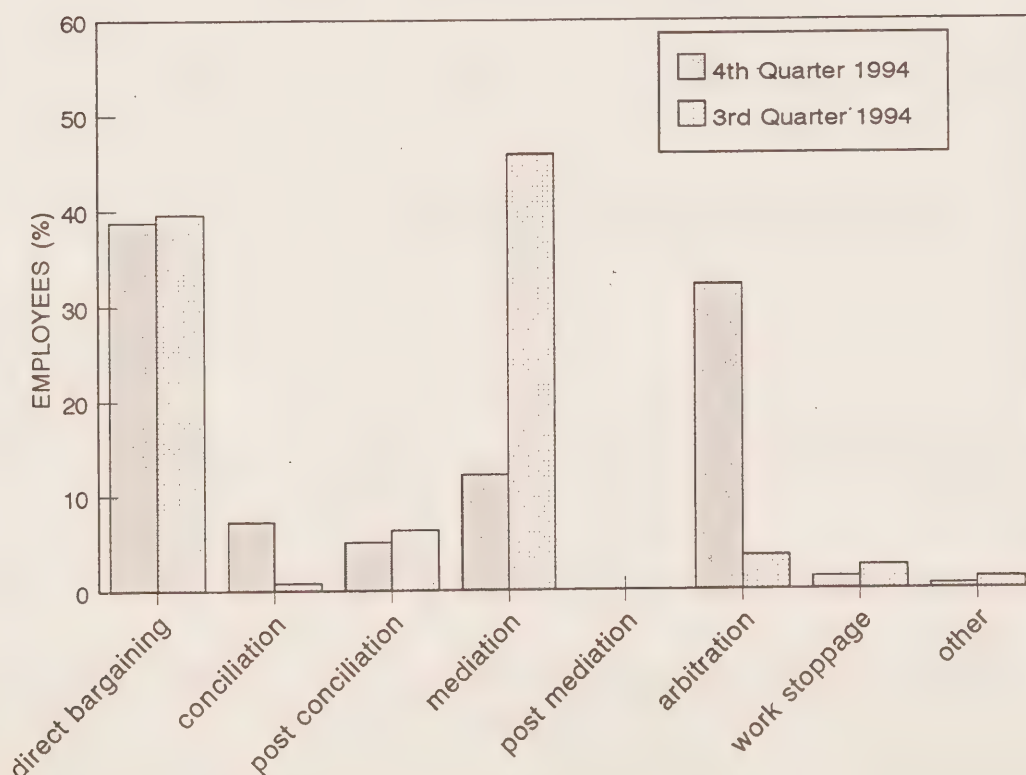
parties. Government assistance was provided in the remaining negotiations. Three settlements involved a work stoppage. Fourth quarter private sector settlements were negotiated in an average of three and half months, compared to an average of eleven months in the public sector. (See Chart 3, Tables 9 and 10.)

Upcoming Bargaining

Major bargaining in the first quarter of 1995 will stem largely from negotiations ongoing from 1994 including: Canada-wide negotiations at CN, CP and VIA rail involving 12,000 Ontario employees; 51,000 direct employees of the Ontario provincial government; 30,000 hospital support employees; 6,000 Ontario Hydro professional employees and 2,100 Toronto Star employees.

The largest set of negotiations scheduled for the first quarter of 1995 was subject to an early renewal when nation-wide negotiations at Canada Post, including 19,000 Ontario employees, reached a settlement in January. Further information on upcoming negotiations is available in the *1995 Agreement Expirations Report*.

CHART 3 - STAGE OF SETTLEMENT



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TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY SECTOR
FIRST QUARTER 1994 TO FOURTH QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FIRST QUARTER 1994									
All Agreements	161	110,120	0.0	16	12,110	2.1	145	98,010	-0.2
Private Sector	57	37,359	-0.1	15	10,910	2.3	42	26,449	-1.1
Public Sector	104	72,761	0.1	1	1,200	0.0	103	71,561	0.1
SECOND QUARTER 1994									
All Agreements	156	167,756	0.4	26	31,513	0.8	130	136,243	0.2
Private Sector	54	31,176	1.7	23	15,552	1.7	31	15,624	1.7
Public Sector	102	136,580	0.1	3	15,961	0.1	99	120,619	0.0
THIRD QUARTER 1994									
All Agreements	74	52,212	0.8	11	10,799	1.4	63	41,413	0.6
Private Sector	35	28,812	1.3	9	10,322	1.4	26	18,490	1.3
Public Sector	39	23,400	0.2	2	477	0.4	37	22,923	0.2
FOURTH QUARTER 1994									
All Agreements	133	86,041	0.3	8	4,789	1.5	125	81,252	0.2
Private Sector	30	34,694	0.6	8	4,789	1.5	22	29,905	0.5
Public Sector	103	51,347	0.1	-	-	-	103	51,347	0.1
ANNUAL 1994									
All Agreements	524	416,129	0.3	61	59,211	1.3	463	356,918	0.2
Private Sector	176	132,041	0.8	55	41,573	1.8	121	90,468	0.4
Public Sector	348	284,088	0.1	6	17,638	0.1	342	266,450	0.1

TABLE 2.1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY
ANNUAL 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	524	416,129	0.3	61	59,211	1.3	463	356,918	0.2
MANUFACTURING TOTAL	118	50,247	1.8	43	22,684	2.0	75	27,563	1.7
Food, Beverage	22	8,522	1.3	7	3,591	1.0	15	4,931	1.5
Tobacco Products	1	640	3.0	-	-	-	1	640	3.0
Rubber, Plastics	7	2,171	2.6	3	746	3.1	4	1,425	2.4
Leather	3	982	1.7	1	427	1.8	2	555	1.7
Textile	7	2,581	1.9	-	-	-	7	2,581	1.9
Knitting Mills	1	650	2.4	-	-	-	1	650	2.4
Clothing	4	1,515	0.7	-	-	-	4	1,515	0.7
Wood	1	340	2.9	-	-	-	1	340	2.9
Furniture, Fixtures	3	947	1.9	1	200	2.9	2	747	1.7
Paper	12	4,964	1.1	-	-	-	12	4,964	1.1
Printing, Publishing	3	1,044	1.1	-	-	-	3	1,044	1.1
Primary Metals	10	3,621	1.9	8	3,131	1.7	2	490	3.5
Fabricated Metals	7	2,128	1.7	3	883	1.9	4	1,245	1.6
Machinery	4	1,975	2.6	2	1,100	2.0	2	875	3.3
Transportation Equipment	16	7,420	2.2	10	5,514	2.2	6	1,906	2.3
Electrical Products	9	7,133	2.4	5	5,595	2.4	4	1,538	2.2
Non-Metallic Minerals	3	1,057	1.1	2	817	1.4	1	240	0.0
Petroleum, Coal	2	530	1.6	-	-	-	2	530	1.6
Chemicals	2	1,347	1.6	-	-	-	2	1,347	1.6
Other Manufacturing	1	680	1.7	1	680	1.7	-	-	-
NON-MANUFACTURING TOTAL	404	348,582	0.1	18	36,527	0.8	386	312,055	0.0
Forestry	4	1,600	0.8	-	-	-	4	1,600	0.8
Mining, Quarrying	5	7,218	1.3	4	6,931	1.2	1	287	2.6
Transportation	15	9,646	1.2	2	1,803	2.5	13	7,843	0.9
Storage	1	1,000	1.3	1	1,000	1.3	-	-	-
Communications	6	5,596	0.8	1	1,190	0.8	5	4,406	0.8
Electric, Gas, Water	11	18,782	0.2	3	14,977	0.0	8	3,805	0.8
Wholesale Trade	3	839	1.6	-	-	-	3	839	1.6
Retail Trade	24	46,278	-0.2	4	8,937	1.6	20	37,341	-0.6
Finance, Insurance Carriers	1	390	2.0	-	-	-	1	390	2.0
Real Estate, Insurance Agencies	3	2,500	0.4	-	-	-	3	2,500	0.4
Education, Related Services	156	113,118	0.0	2	1,471	0.0	154	111,647	0.0
Health, Welfare Services	96	37,933	0.1	-	-	-	96	37,933	0.1
Recreational Services	2	888	0.0	-	-	-	2	888	0.0
Management Services	3	828	1.6	1	218	3.1	2	610	1.1
Accommodation, Food Services	2	430	2.2	-	-	-	2	430	2.2
Other Services	1	240	1.0	-	-	-	1	240	1.0
Federal Government	44	81,029	0.0	-	-	-	44	81,029	0.0
Provincial Government	4	7,901	0.0	-	-	-	4	7,901	0.0
Local Government	23	12,366	0.1	-	-	-	23	12,366	0.1
CONSTRUCTION TOTAL	2	17,300	0.0	-	-	-	2	17,300	0.0

TABLE 2.2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY
FOURTH QUARTER 1994

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES TOTAL	133	86,041	0.3	8	4,789	1.5	125	81,252	0.2
MANUFACTURING TOTAL	21	7,680	1.8	7	3,339	1.5	14	4,341	2.0
Food, Beverage	2	1,237	1.1	1	1,023	0.8	1	214	2.3
Leather	2	657	1.4	1	427	1.8	1	230	0.7
Textile	2	455	2.2	-	-	-	2	455	2.2
Knitting Mills	1	650	2.4	-	-	-	1	650	2.4
Paper	1	326	1.3	-	-	-	1	326	1.3
Printing, Publishing	2	759	1.6	-	-	-	2	759	1.6
Primary Metals	3	880	3.4	1	390	3.2	2	490	3.5
Fabricated Metals	2	888	1.7	1	388	1.5	1	500	1.8
Transportation Equipment	3	670	2.0	1	230	2.5	2	440	1.8
Electrical Products	2	608	0.9	1	331	0.8	1	277	1.0
Non-Metallic Minerals	1	550	1.6	1	550	1.6	-	-	-
NON-MANUFACTURING TOTAL	111	61,361	0.2	1	1,450	1.5	110	59,911	0.1
Transportation	1	1,800	0.0	-	-	-	1	1,800	0.0
Wholesale Trade	2	587	2.0	-	-	-	2	587	2.0
Retail Trade	7	9,927	0.8	1	1,450	1.5	6	8,477	0.7
Education, Related Services	24	13,752	0.1	-	-	-	24	13,752	0.1
Health, Welfare Services	72	28,582	0.0	-	-	-	72	28,582	0.0
Provincial Government	1	4,493	0.0	-	-	-	1	4,493	0.0
Local Government	4	2,220	0.0	-	-	-	4	2,220	0.0
CONSTRUCTION	1	17,000	0.0	-	-	-	1	17,000	0.0

TABLE 3

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
INCLUDING AND EXCLUDING CONSTRUCTION
FOURTH QUARTER 1993 TO FOURTH QUARTER 1994**

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
FOURTH QUARTER 1993									
All Industries Incl Construction	109	105,674	1.6	27	48,586	2.8	82	57,088	0.6
All Industries Excl Construction	109	105,674	1.6	27	48,586	2.8	82	57,088	0.6
Construction	-	-	-	-	-	-			
FIRST QUARTER 1994									
All Industries Incl Construction	161	110,120	0.0	16	12,110	2.1	145	98,010	-0.2
All Industries Excl Construction	160	109,820	0.0	16	12,110	2.1	144	97,710	-0.2
Construction	1	300	0.0	-	-	-	1	300	0.0
SECOND QUARTER 1994									
All Industries Incl Construction	156	167,756	0.4	26	31,513	0.8	130	136,243	0.2
All Industries Excl Construction	156	167,756	0.4	26	31,513	0.8	130	136,243	0.2
Construction									
THIRD QUARTER 1994									
All Industries Incl Construction	74	52,212	0.8	11	10,799	1.4	63	41,413	0.6
All Industries Excl Construction	74	52,212	0.8	11	10,799	1.4	63	41,413	0.6
Construction	-	-	-	-	-	-	-	-	-
FOURTH QUARTER 1994									
All Industries Incl Construction	133	86,041	0.3	8	4,789	1.5	125	81,252	0.2
All Industries Excl Construction	132	69,041	0.4	8	4,789	1.5	124	64,252	0.3
Construction	1	17,000	0.0	-	-	-	1	17,000	0.0

TABLE 4

**DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FOURTH QUARTER 1994**

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
ALL INDUSTRIES TOTAL	133	86,041	8	4,789	125	81,252
Decrease	-	-	-	-	-	-
No Increase	100	66,779	-	-	100	66,779
0.1 - 0.9 Percent	8	9,361	2	1,354	6	8,007
1.0 - 1.9 Percent	15	6,777	4	2,815	11	3,962
2.0 - 2.9 Percent	6	2,054	1	230	5	1,824
3.0 - 3.9 Percent	3	810	1	390	2	420
4.0 - 4.9 Percent	1	260	-	-	1	260
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
MANUFACTURING TOTAL	21	7,680	7	3,339	14	4,341
Decrease	-	-	-	-	-	-
No Increase	-	-	-	-	-	-
0.1 - 0.9 Percent	4	1,809	2	1,354	2	455
1.0 - 1.9 Percent	8	3,097	3	1,365	5	1,732
2.0 - 2.9 Percent	5	1,704	1	230	4	1,474
3.0 - 3.9 Percent	3	810	1	390	2	420
4.0 - 4.9 Percent	1	260	-	-	1	260
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	111	61,361	1	1,450	110	59,911
Decrease	-	-	-	-	-	-
No Increase	99	49,779	-	-	99	49,779
0.1 - 0.9 Percent	4	7,552	-	-	4	7,552
1.0 - 1.9 Percent	7	3,680	1	1,450	6	2,230
2.0 - 2.9 Percent	1	350	-	-	1	350
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 4 (Continued)

**DISTRIBUTION OF AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY INDUSTRY GROUP AND SECTOR
FOURTH QUARTER 1994**

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
CONSTRUCTION TOTAL	1	17,000	-	-	1	17,000
Decrease	-	-	-	-	-	-
No Increase	1	17,000	-	-	1	17,000
0.1 - 0.9 Percent	-	-	-	-	-	-
1.0 - 1.9 Percent	-	-	-	-	-	-
2.0 - 2.9 Percent	-	-	-	-	-	-
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PRIVATE SECTOR TOTAL	30	34,694	8	4,789	22	29,905
Decrease	-	-	-	-	-	-
No Increase	3	18,400	-	-	3	18,400
0.1 - 0.9 Percent	6	7,786	2	1,354	4	6,432
1.0 - 1.9 Percent	11	5,384	4	2,815	7	2,569
2.0 - 2.9 Percent	6	2,054	1	230	5	1,824
3.0 - 3.9 Percent	3	810	1	390	2	420
4.0 - 4.9 Percent	1	260	-	-	1	260
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-
PUBLIC SECTOR TOTAL	103	51,347	-	-	103	51,347
Decrease	-	-	-	-	-	-
No Increase	97	48,379	-	-	97	48,379
0.1 - 0.9 Percent	2	1,575	-	-	2	1,575
1.0 - 1.9 Percent	4	1,393	-	-	4	1,393
2.0 - 2.9 Percent	-	-	-	-	-	-
3.0 - 3.9 Percent	-	-	-	-	-	-
4.0 - 4.9 Percent	-	-	-	-	-	-
5.0 - 5.9 Percent	-	-	-	-	-	-
6.0 - 6.9 Percent	-	-	-	-	-	-
7.0 Percent and over	-	-	-	-	-	-

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FOURTH QUARTER 1994

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	9	8,526	0.0	21	12,218	0.4	99	62,992	0.3
MANUFACTURING TOTAL	-	-	-	5	1,519	1.7	16	6,161	1.8
Food, Beverage	-	-	-	-	-	-	2	1,237	1.1
Leather	-	-	-	2	657	1.4	-	-	-
Textile	-	-	-	1	205	3.0	1	250	1.5
Knitting Mills	-	-	-	-	-	-	1	650	2.4
Paper	-	-	-	-	-	-	1	326	1.3
Printing, Publishing	-	-	-	1	380	2.0	1	379	1.2
Primary Metals	-	-	-	-	-	-	3	880	3.4
Fabricated Metals	-	-	-	-	-	-	2	888	1.7
Transportation Equipment	-	-	-	-	-	-	3	670	2.0
Electrical Products	-	-	-	1	277	1.0	1	331	0.8
Non-Metallic Minerals	-	-	-	-	-	-	1	550	1.6
NON-MANUFACTURING TOTAL	9	8,526	0.0	16	10,699	0.2	82	39,831	0.2
Transportation	-	-	-	1	1,800	0.0	-	-	-
Wholesale Trade	-	-	-	1	237	1.8	1	350	2.2
Retail Trade	-	-	-	1	1,200	0.0	5	7,277	0.8
Education, Related Service	7	3,503	0.0	7	5,744	0.2	7	3,650	0.0
Health, Welfare Services	-	-	-	5	1,518	0.7	67	27,064	0.0
Provincial Government	1	4,493	0.0	-	-	-	-	-	-
Local Government	1	530	0.0	1	200	0.0	2	1,490	0.0
CONSTRUCTION	-	-	-	-	-	-	1	17,000	0.0

TABLE 5 (continued)
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES
BY DURATION
FOURTH QUARTER 1994

	FOUR-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	3	855	0.1	1	1,450	1.5
MANUFACTURING TOTAL	-	-	-	-	-	-
Food, Beverage	-	-	-	-	-	-
Leather	-	-	-	-	-	-
Textile	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-
Paper	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-
NON-MANUFACTURING TOTAL	3	855	0.1	1	1,450	1.5
Transportation	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-
Retail Trade	-	-	-	1	1,450	1.5
Education, Related Services	3	855	0.1	-	-	-
Health, Welfare Services	-	-	-	-	-	-
Other Services	-	-	-	-	-	-
Local Government	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-

TABLE 6
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITHOUT COLA
BY DURATION
FOURTH QUARTER 1994

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	9	8,526	0.0	20	11,791	0.4	93	60,080	0.2	3	855	0.1
MANUFACTURING TOTAL	-	-	-	4	1,092	1.7	10	3,249	2.1	-	-	-
Food, Beverage	-	-	-	-	-	-	1	214	2.3	-	-	-
Leather	-	-	-	1	230	0.7	-	-	-	-	-	-
Textile	-	-	-	1	205	3.0	1	250	1.5	-	-	-
Knitting Mills	-	-	-	-	-	-	1	650	2.4	-	-	-
Paper	-	-	-	-	-	-	1	326	1.3	-	-	-
Printing, Publishing	-	-	-	1	380	2.0	1	379	1.2	-	-	-
Primary Metals	-	-	-	-	-	-	2	490	3.5	-	-	-
Fabricated Metals	-	-	-	-	-	-	1	500	1.8	-	-	-
Transportation Equipment	-	-	-	-	-	-	2	440	1.8	-	-	-
Electrical Products	-	-	-	1	277	1.0	-	-	-	-	-	-
NON-MANUFACTURING	9	8,526	0.0	16	10,699	0.2	82	39,831	0.2	3	855	0.1
Transportation	-	-	-	1	1,800	0.0	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	237	1.8	1	350	2.2	-	-	-
Retail Trade	-	-	-	1	1,200	0.0	5	7,277	0.8	-	-	-
Education, Related Services	7	3,503	0.0	7	5,744	0.2	7	3,650	0.0	3	855	0.1
Health, Welfare Services	-	-	-	5	1,518	0.7	67	27,064	0.0	-	-	-
Provincial Government	1	4,493	0.0	-	-	-	-	-	-	-	-	-
Local Government	1	530	0.0	1	200	0.0	2	1,490	0.0	-	-	-
CONSTRUCTION TOTAL	-	-	-	-	-	-	1	17,000	0.0	-	-	-

TABLE 7

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES WITH COLA
BY DURATION
FOURTH QUARTER 1994**

	TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FIVE-YEAR AGREEMENTS		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
ALL INDUSTRIES	1	427	1.8	6	2,912	1.5	1	1,450	1.5
MANUFACTURING TOTAL	1	427	1.8	6	2,912	1.5	-	-	-
Food, Beverage	-	-	-	1	1,023	0.8	-	-	-
Leather	1	427	1.8	-	-	-	-	-	-
Primary Metals	-	-	-	1	390	3.2	-	-	-
Fabricated Metals	-	-	-	1	388	1.5	-	-	-
Transportation Equipment	-	-	-	1	230	2.5	-	-	-
Electrical Products	-	-	-	1	331	0.8	-	-	-
Non-Metallic Minerals	-	-	-	1	550	1.6	-	-	-
NON-MANUFACTURING TOTAL	-	-	-	-	-	-	1	1,450	1.5
Retail Trade	-	-	-	-	-	-	1	1,450	1.5

TABLE 8
DURATION OF NEGOTIATIONS
BY SECTOR
FOURTH QUARTER 1994

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	133	86,041	30	34,694	103	51,347
1-3 Months	23	15,062	14	11,118	9	3,944
4-6 Months	16	7,726	14	6,326	2	1,400
7-9 Months	9	21,360	2	17,250	7	4,110
10-12 Months	74	36,034	-	-	74	36,034
13 Months and Over	11	5,859	-	-	11	5,859

AVERAGE DURATION OF NEGOTIATIONS	MONTHS
TOTAL	9.3
Private Sector	3.5
Public Sector	11.0

TABLE 9
STAGE OF SETTLEMENT
BY SECTOR
FOURTH QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
TOTAL	133	86,041	30	34,694	103	51,347
Direct Bargaining	26	33,374	9	20,007	17	13,367
Conciliation	4	6,252	2	5,677	2	575
Post Conciliation Bargaining	7	4,347	3	848	4	3,499
Mediation	20	10,519	13	7,039	7	3,480
Post Mediation	-	-	-	-	-	-
Post Fact Finder	3	2,253	-	-	3	2,253
Arbitration	69	27,748	-	-	69	27,748
Work Stoppage	3	1,123	3	1,123	-	-
Other	1	425	-	-	1	425

TABLE 10
DURATION OF NEGOTIATIONS
BY STAGE OF SETTLEMENT
FOURTH QUARTER 1994

STAGE OF SETTLEMENT	TOTAL		1 - 3 MONTHS		4 - 6 MONTHS		7 - 9 MONTHS		10 - 12 MONTHS		13 MONTHS AND OVER	
	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls	Agr	Empls
TOTAL	133	86,041	23	15,062	16	7,726	9	21,360	74	36,034	11	5,859
Direct Bargaining	26	33,374	14	5,797	3	929	4	19,335	3	6,211	2	1,102
Conciliation	4	6,252	2	5,677	-	-	1	375	-	-	1	200
Post Conciliation	7	4,347	3	848	-	-	-	-	1	1,800	3	1,699
Mediation	20	10,519	2	2,100	11	5,889	4	1,650	2	600	1	280
Post Mediation	-	-	-	-	-	-	-	-	-	-	-	-
Post Fact Finder	3	2,253	-	-	-	-	-	-	-	-	3	2,253
Arbitration	69	27,748	-	-	-	-	-	-	68	27,423	1	325
Work Stoppage	3	1,123	1	215	2	908	-	-	-	-	-	-
Other	1	425	1	425	-	-	-	-	-	-	-	-

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